

ANMF NEWSFLASH

Update – Multi-Disciplinary Allowance (MDA)

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been actively involved in the Multi-Disciplinary Allowance (MDA) working group, which was established as part of the settlement of the *Nurses and Midwives (Tasmanian State Service) Agreement 2023*.

As members will recall, *Clause 27.4* of the agreement makes clear that nurses working in a **community setting** in **multi-disciplinary teams** within **Statewide Mental Health Services (SMHS)**, who perform equivalent case management or team coordination functions alongside Allied Health Practitioners (AHPs), are eligible for the MDA.

Through the working group, the Tasmanian Health Service (THS) developed a **Nursing–AHP Classification Comparison Document** that attempts to align nursing and allied health classifications and set out when the allowance would apply.

The ANMF has carefully reviewed this document and raised significant concerns:

- It does not provide the agreed *mechanism for payment* of the MDA.
- It risks creating further inequities rather than resolving them.
- The current Agreement wording already provides the necessary clarity for payment.

The ANMF highlighted examples where members are disadvantaged under the current approach, such as:

- Graduate RNs working in multi-disciplinary teams with social workers (paid at AHP 3) but not receiving the allowance.
- ENs undertaking case management, medication management, depot injections — work that social workers cannot perform — but excluded from MDA while social workers are paid at AHP 3.

At this stage, the working group will go into **abeyance** while SMHS undertakes further work on models of care that may address these concerns. The ANMF has provided detailed written feedback on the comparison document and reserved the right not to endorse it until this additional work is completed.



Next steps:

The ANMF has formally written to the THS requesting confirmation of how it will implement the clear terms of *Clause 27.4* of the agreement, the MDA, and ensure that all eligible nurses are paid the allowance consistently and without delay.

We will continue to update members on progress in this space, further updates to follow. In the interim If you have any queries, please do not hesitate to contact our Member Support Team on 1800 001 241. Alternatively, email membersupport@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, midwives 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

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