

# ANMF (Tasmanian Branch) Log of Claims - Glenview 2025

**The ANMF has long championed change in the aged care sector, advocating for our members who are the backbone of care for our valued elderly population.**

We know that minimum staffing levels have been overdue for years, and while the federal aged care minutes initiative is a step in the right direction, it doesn't go far enough and isn't consistently enforced across all facilities. Increased workloads inevitably lead to reduced quality of care and a rise in errors, despite the best efforts of our members.

A strong workload management system decreases occupational injuries and illnesses while improving care outcomes for residents. Excessive workloads, on the other hand, drive burnout and job dissatisfaction.

Aged care nurses and carers deserve fair pay that truly reflects their expertise and the specialised skills they bring to their work. Given the nationwide competition for a skilled workforce, aged care employers must stay competitive. Valuing our members' skills is crucial for ensuring patient safety and maintaining a stable workforce.

Safety in the workplace is non-negotiable and must be a top priority for every employer. Occupational violence, racism, and discrimination are unacceptable, and our members should never face them.

Job security is a fair reward for our members' dedication and hard work. Their unique skills should be respected and nurtured through ongoing professional development that not only enhances care quality but also strengthens workplace culture and morale. Investing in our members is an investment in best practice, elevating the entire aged care system for the better.

## **I. Time to Care – Mandated minimum care minutes**

- a. Glenview will commit to meeting the Government's mandated care minutes in the agreement.
- b. Visibility of care minutes clearly displayed on the roster each day and available to members. Any changes to care minutes proposed need to be consulted with members prior to inflicting the change.
- c. Comprehensive workload management clause that allows members to raise concerns and have these documented and actioned. Providing for a committee to meet regularly to review workloads and ensure safe staffing is maintained.
- d. Commitment that all positions will be backfilled for both short- and long-term leave to avoid staffing deficits.
- e. Allocated paid handover time for all nursing and care workers on each shift of 30 minutes.

## **II. Value our Work – Fair Pay for Skilled Nurses and Carers (gender equality)**

- a. Pay rates that are competitive within the aged care sector.
  - i. Wages are to increase by a minimum of 6% per annum to keep up with cost of living. Wages must maintain relativity above award rates regardless of movement in award rates.
  - ii. The agreement will clarify that the overtime rate for casuals is cumulative on the casual loading, consistent with the Nurses Award.
  - iii. The following penalties will be increased to match Tasmanian Public Sector.
    - The night shift penalty rate, currently 120%, is to be increased to 127.5%.

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- The public holiday rate, currently 200% will be increased to 250%
  - The penalty rate for a shift worker working overtime Monday to Saturday is currently 150% for the first two hours. This is to be made 200% for all hours.
- iv. EN wages structure to include classification for medication endorsed and a level for team leader or allowance for such.
  - v. Nauseous allowance.
  - vi. Where on call is used an allowance is provided.
  - vii. When considering the experience of nurses registered in other countries prior to their registration in Australia, this experience is considered for the purpose of their classification level.
  - viii. Timely and correct pay clause.
- b. In addition to the Government scheme, paid parental leave will be provided in the form of:
    - i. 15 weeks for the primary carer; and
    - ii. 2 weeks for the secondary carer.
  - c. The entitlement to Family Domestic Violence Leave will be increased to 20 days paid per year.
  - d. Ceremonial and cultural leave – entitlement to 5 days paid per year (pro rata).
  - e. Special leave – entitlement to 10 days (pro rata) for infectious disease outbreaks, requirement to self- isolate.
  - f. Reproductive Health Leave – entitlement to 5 days paid leave (pro rata) for reproductive health matters.
  - g. Emergency Services Leave – entitlement to 5 days paid per year.
  - h. Lactation and express breaks and appropriate facilities.

### **III. Balanced Staffing: The Right Mix of Registered Nurses, Enrolled Nurses and Care Workers on Every Shift**

- a. Of the total care minutes 30% is delivered by a Registered Nurses, 20% minutes by an Enrolled Nurses and 50% minutes by a carer.
- b. One in charge Registered Nurse (not including Facility Manager) to be on each shift of facilities with bed numbers up to 90. Facilities with beds over 90 require an additional Registered Nurses in charge.
- c. One Facility Manager OR Director of Nursing (Clinically trained) at each facility (not included in care minutes) to provide clinical governance and leadership.

### IV. Safety first – Protecting Nurses, Carers, and Residents

- a. Protection measures are implemented to enforce a no tolerance policy against occupational violence and aggression.
- b. A no tolerance policy in relation to racism and discrimination.
- c. Right to disconnect clause.
- d. Dedicated infection control nurse.
- e. Personal protective equipment systems and processes implemented and widely known.
- f. Robust union delegates clause.
- g. Robust WH & S clause outlining committee election process and allow for dedicated training days.
- h. Commitment to environmental sustainability practices, implementation of committee in recognition of the significant impact health care has on the environment.

### V. Workplace security – for long lasting and meaningful careers for nurses and carers

- a. Annual review of all part time employees hours to determine if additional ordinary hours worked within the year consistently should be incorporated into ongoing contract of employment.
- b. Minimum shift length of four hours.
- c. Right to flexible working arrangements clause.
- d. Superannuation clause that allows for visibility of payments monthly on payslips. Contributions to be maintained whilst on leave.
- e. Rostering clause will allow for preferences to be taken into account and require 2 weeks' notice of the roster.

### VI. Developing and valuing our skills for Better Care – Ongoing support for Professional Growth

- a. Five days of paid professional development leave per year.
- b. Mandatory training in paid time inclusive of any online learning modules required.
- c. Study Leave in paid time for employees up skilling from carer to enrolled nurse, enrolled nurse to registered nurse or registered nurse undertaking advanced and relevant to employment training.