

14 July 2023

Nicki Hood
ANMF Tasmania Branch
182 Macquarie Street, Hobart
Tasmania 7000

Dear Ms Hood

RE: Enrolled Nurses Tasmania (Sandhill and Riverview) - Ref WOR 15 0069

Thank you for your patience in providing a response to your letter of 27 June 2023.

I understand that you attended the staff briefing session on Tuesday 4 July 2023 at Sandhill where Gavin Young, General Manager VIC/TAS discussed with our team the role of the Team Leader and clarified some of the questions that our Enrolled Nurses had. I trust the session was informative and alleviated some of the concerns that our employees may have had.

As advised in our letter 20 June 2023, the position of Team Leader has been designed with two pre-requisite qualifications. Our position remains as a preference to have Enrolled Nurses in our Team Leader positions.

The reference to the Certificate IV in Ageing Support with HLTHPS007 Administer and monitor medicines qualification is the minimum qualification required for those employees who move into the Team Leader position who are not Enrolled Nurses. While it may be the case that this course is not offered currently in Tasmania, this position description covers all Team Leader roles nationally and we see no Enrolled Nurse suffering any detriment by this inclusion. I have attached the position description for you as requested.

Calvary has and will continue to support employees in upskilling and advancing into leadership roles.

We will continue to remunerate our Enrolled Nurses under the EA, noting that is intention to create this Team Leader role under the replacement enterprise agreement for these workers. The rate of pay for a Team Leader is projected to be higher than an Enrolled Nurse Year 5 wage rate and will provide the basis for a career path for less experienced Enrolled Nurses.

Should you have any questions in relation to this please contact Gavin Young, General Manager VIC/TAS on (03) 9649 2100 or gavin.young@calvarycare.org.au or me directly sam.carroll@calvarycare.org.au .

Yours sincerely,



Samantha Carroll
Human Resources Project Manager, Aged Care