

Update - Implementation of EBA 2016

Joint Communiqué No 2 August 2017

The EBA Implementation Committee (EBAIC) met on the 11 August 2017.

The parties continue to work collaboratively to implement the 2016 Enterprise Bargaining Agreement (EBA).

The following information is an update of key outcomes of this meeting and the associated working groups.

1. Modernisation of the Award

Representatives from THS, HACSU and ANMF have been nominated to meet to discuss modernisation of the Award and current Agreements. Progress will be reported to EBAIC at the next meeting.

2. Classification Working Group (Clause 21)

Primary Care Nurse (PCN) –The Working group is reviewing the roles of the Primary Care Nurses to assist with the scoping for further work.

Representation from Primary Health will be requested to have input with this work.

This Working group last met on 29 August 2017

3. On Call Working Group (Clause 14)

Options to compensate nurses/midwives working over 250 hours on call are still being considered. A draft clause has been developed and requires some amendments following consideration by the subcommittee at its last meeting. Unions have been asked to consult with their members on the draft clause.

This Working group last met on 29 August 2017

4. ANUM Working Group (WG)(Clause 19)

Recruitment of the ANUM role is occurring across the state and has started in the acute care sector including mental health units.

Implementing the role continues to raise challenges in some areas where complex staffing scenarios have been identified. The WG is discussing these issues as they arise.

Implementation of the ANUM to other services is being considered by the parties in recognition of outstanding areas and priorities.

As other areas/services become involved in the implementation of the ANUM role, relevant nursing staff will be co-opted to the ANUM W G for input during discussions for these services.

The WG discussed the current communications (e.g. surveys and memos) and associated issues that have resulted in some confusion for nurses and midwives. It has been agreed that the EBA Implementation Project Manager, (sue.hughes@ths.tas.gov.au), will be the point of contact for messaging and associated communications to ensure consistency and accurate information is being provided between the THS and the Unions.

In response to the range of questions and concerns raised, related to the implementation of the ANUM role, a further 'Frequently Asked Questions' has been developed by the parties to be released as a supplement to this Communique.

It is acknowledged that the implementation of the ANUM role, i.e. all wards/units and all shifts, will take some time. The W G is committed to ensuring that nurses and midwives affected by the introduction of the role will be consulted.

This Working group is due to meet on 8 September 2017

5. NHpd Working group (Clause 20)

Clause 20 commits to a review of the ratio model with the NHpd model.

A draft Terms of Reference is to be finalised for the scope of the work to be undertaken to support the requirements of Clause 20. Preliminary work is required to look at how NHpd is currently applied across the state and this will occur via an external consultant.

6. Midwifery Caseload Agreement (Clause 26)

The signed agreement by all parties is now with the Tasmanian Industrial Commission for registration. Payroll will be advised to adjust the pay entitlements and associated back pay for the relevant Caseload Midwives, from the date of registration. Any outstanding issues with the Agreement will be addressed accordingly by EBAIC.

7. Community Mental Health Multidisciplinary Allowance (MDA) (Clause 23)

Lists of positions currently receiving the MDA are to be completed for review by the subcommittee.

8. Cashing Out of Excess Recreation leave (Clause 12)

THS will update EBAIC at its next meeting regarding the take up of this provision.

9. Hours of Work and Overtime Section C. Special Conditions-Shift Workers Only-Sub Section (D) Shift Rosters

A night duty 'agreement form' is currently used by nurses/midwives requesting specific work arrangements outside the Award/Agreement for night duty. The Working Group has undertaken to revise this form in response to feedback from the Unions. The current form will be taken off line and for the interim nurses and midwives are to use the 'shift request' forms to request a change to their work arrangements around night duty. Once agreed, the Working Group will release the revised form with information to assist nurses and midwives in its use.

If you have any questions about the EBA, please talk to your Nurse Unit Manager.

You may also address your queries to your Union; HR staff in the THS; or the Executive Nursing and Midwifery Office.