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ANMF
Tasmanian Branch

TASMANIAN NURSES AND MIDWIVES

Nurses and Midwives Agreement

EA Update 18

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) have tonight received an update from the Tasmanian Government on the current position concerning our negotiations for Tasmanian public sector nurses and midwives. This is a draft offer with further negotiations needing to take place. ANMF will be seeking further clarification from the Government on this offer and the productivity measures.

The ANMF will be holding mass member meetings next week to discuss this offer and the steps for our campaign moving forward. We encourage all members to look out for mass member meeting notifications in their email. It is important you attend these events in order to have your say on this offer.

The details of the offer are:

Updated Offer: 1 March 2019 – Nurses and Midwives Agreement

The following package of salaries and conditions is an offer in response to the Unions' Log of Claims, discussions and correspondence to date.

Period of Agreement: 3 years

Salaries and Allowances:

- 2 per cent First Full Pay Period (FFPP) on or after 1 December 2018
- 2.25 per cent FFPP on or after 1 December 2019
- 2.5 per cent FFPP on or after 1 December 2020

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The below whole-of-service improvements to superannuation and family benefits are included in this offer:

Improved Superannuation Benefits:

The following involve improvements to superannuation contributions for employees covered by Nurses and Midwives Agreement:

- Pay employer superannuation contribution for employees during unpaid Parental Leave, within the first 12 months period, with effect from the first full pay period commencing on or after the increase in salaries is agreed. The salary based on the salary paid whilst on 14 weeks paid parental Leave (as defined in the Award).
- Pay employer superannuation contribution for employees on workers' compensation with effect from the first full pay period commencing on or after the increase in salaries is agreed.

Family Benefits:

Improvements to a range of conditions demonstrate a commitment to a family friendly workplace and present a significant attraction for Nurses and Midwives to work in the state service are as follows:

- Increase paid Parental Leave from 14 to 16 weeks with effect from 1 July 2019.
- Increase paid Partner Leave (after the birth of baby/adoption) from 1 to 3 weeks with effect from 1 July 2019.

Recredit Recreation Leave and Parental Leave where compassionate or bereavement conditions apply.

These salary increases are subject to the agreement of unions to the efficiencies and improvements to public sector management practices as outlined below.

These include:

Short-term:

- Removal of waiting time payments;
- No overtime payable to part-time staff until the equivalent of 1.0 FTE is worked (weekend penalty rates excluded);

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- A program of early retirement and public sector renewal of positions (WRIPs);
- Performance-based salary progression being implemented in all awards; and
- Removal of public holidays to align with other jurisdictions (e.g. Easter Tuesday and regional half day holidays).

Medium-term:

- A review of the State Service, to be conducted over a two year period completed by mid 2021 to consider structural, legislative and cultural improvements that would transform current structures, services and practices and deliver a State Service Act fit for purpose for the 21st century.

The following employment related matters form part of the offer:

Specialist Career Pathway

- Establish a facilitative clause in the Agreement that enables career progression positions to be introduced, in addition to those indicated below, to support career progression and filling hard to fill roles. (also refer to “Employment Arrangements”)
- Establish within the Agreement the following career pathways:
 - ◆ Nurse Practitioner Candidates (Grade 6) progressing to Nurses Practitioner.
 - ◆ Enrolled Nurses (Grade 2) progressing to Registered Nurses (Grade 3).
 - ◆ Transition to Practice Graduate permanent appointed to Registered Nurses (Grade 3).
 - ◆ Assistant in Nursing to Enrolled Nurses or Registered Nurses (Grade 3) in Mental Health.

These specialist career pathways will be supported by recognition of Tasmanian residency in the recruitment process for Graduate Nurses.

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Clinical (Coaching) Facilitators:

- Jointly review the expansion of Clinical (Coaching) Facilitators as a cost neutral option.

Workload Model:

- A Project plan will be developed for implementation of NHpPD or ratio staffing prior to Agreement being finalised. The workload models decided for areas covered by 2016 Agreement to be implemented by 1 December 2019.

Staffing models will be expanded to cover agreed priority areas.

Attraction and Retention

Providing opportunities for permanent employment for existing fixed-term Nurses and Midwives, and ensuring that a framework is provided for a future preference for permanent employment is an important component of this package (refer Employment Arrangements for future).

For existing employees, excluding casual employees, the commitment is to identify workforces where over-use of fixed-term is occurring and provide for change of employment status to permanent employment to which the following criteria is applied:

- The fixed-term has been for a continuous period of 24 months or more.
- There is clearly an ongoing requirement for those duties or similar duties.
- There has been 3 or more consecutive fixed-term periods of employment.
- Employee preference.

In considering these issues for existing employees (and in the future), the onus will be on the Head of Agency to justify reasons why the status should not change.

Immediately increase permanent recruitment pools with Graduate Nurses who are completing transition to practice by 30 June 2019 and who have not served an alternative permanent appointment in the Tasmanian Health Service.

Refer to “Employment Arrangements” for future use of fixed term employment and change of employment status.

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Other Specific Conditions:

- Accrual of personal leave on ordinary hours worked
- Payment of accrued public holiday leave to reduce leave liability.
- Reword Nurse Practitioners clause to remove confusion around post graduate allowance.

The below items are subject to being funded internally by the Department of Health either through identified savings additional to those above or through re-prioritising existing and available funds.

Retention Allowance

- Consideration of a retention amount for all Nurses and Midwives who continue for a further 1 year employment on each occasion.

Professional Development Allowance

- Consideration of an increase to Professional Development Allowance.

ANUMs:

- Review the current role of ANUMs with regards to direct patient care responsibilities.

Other Specific Conditions:

- Consideration of recognition for Grade 8 nurses and midwives who take calls out of hours.
- Consider options for day work nurses undertaking clinical duties after normal hours end.

If you have any queries, please do not hesitate to contact our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email membersupport@anmftas.org.au.

Authorised by Andrew Brakey, Executive Director
1 March 2019