



## FAQ's for ANMF Members

### Public Sector Nurses and Midwives Agreement

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) understand that some members may have questions regarding the latest revised offer from the Tasmanian State Government regarding the Nurses and Midwives Agreement 2019. Please see frequently asked questions (FAQs) below.

#### **Will all grades of the nurses and midwives career structure get a pay rise?**

Yes, all grades will be given a pay rise with effect from the first full pay period on or after (ffppooa) 1 December 2019.

#### **Will back pay be included?**

Yes, even if the agreement is registered early in 2020 the pay rise will be back dated to the ffppooa 1 December 2019.

#### **Why does the extra increment only apply to Grade 3 and not Enrolled Nurses?**

The ANMF have fought hard for an extra pay increment for all Grades, however the Tasmanian State Government would not agree to include any Grade below Grade 3. This is on the basis that Enrolled Nurses had an additional increment added in the 2016 Agreement and are also among the best paid nurses in the country, whereas Registered Nurses were not.

#### **Why is the double time overtime rate only for those doing overtime in areas related to surgical service?**

The ANMF called upon the Tasmanian State Government to include double time rates for any overtime where any clinical care is provided. The Tasmanian State Government would not accept this and limited the offer to surgical services only.

#### **What does this mean for all day workers doing overtime?**

It means that all day workers will continue to receive time and a half pay rates for the first two hours of overtime, however where overtime is undertaken by day workers related to surgical services then the overtime will be paid at double time from the commencement of the overtime. The ANMF are working with the Tasmanian State Government to seek clarity as to which areas will be covered under this entitlement if agreed.



**If an employee agrees to return to work from annual leave, is the first shift back which is will paid at double time also recredited to annual leave?**

No, the annual leave day will not be re-credited, but you will be paid any relevant loading. However, importantly if you do not want to return from annual leave you are now able to decline the employers request.

**Will the ANUM without a patient load be rolled out beyond the North West Regional Hospital (NWRH)?**

It is the intention of the ANMF to prove the effectiveness and potential of the ANUM role though the pilot at the NWRH. Once complete, the ANMF will use the evidence from the pilot to lobby for all ANUM roles to be without a patient load.

**If I am a Grade 8 will there be overlap between my salary and the Grade 7B year 4 salary?**

No, that is not the intention of the additional increment and to ensure no overlap occurs the Grade 8 Level 1, level will be removed and any remaining nurses and midwives at that level will move to Level 2.

**Is the compassionate and bereavement leave taken from sick leave or separate?**

It is our understanding that compassionate and bereavement leave remain a separate entitlement. However, under prior arrangements, if you were on Annual Leave (and there was a bereavement) you were not able to access either compassionate or bereavement leave, rather you remained on Annual Leave.

If you still have concerns or feedback since reading these FAQs, please get in touch with our Member Support Team on (03) 6223 6777 or 1800 001 241 (if outside Hobart). Alternatively, email [membersupport@anmftas.org.au](mailto:membersupport@anmftas.org.au).

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
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