

ANMF Tasmanian Branch Log of Claims

Public Sector

Except as varied by this Log all conditions of employment currently in place to be retained.

Recruitment

Salaries and Related Matters

Wages

The ANMF seek a wages offer to enable competitive retention of existing, and recruitment of new, Nurses and Midwives that is in line with the National Average of all Australian States and Territories. The existing base wage differential is impacting on retaining nurses and midwives who, are faced with unsustainable workloads which is also making recruitment to permanent positions difficult.

Free University and Diploma Qualification

The ANMF seek the payment of HECS and Fee Help debt for all Registered and Enrolled Nurses. The payment schedule sought would be a payment of 50% of HECS or Diploma Course fees paid per semester/unit, with the remaining 50% paid upon completion of two years service as a Registered or Enrolled Nurse with the Tasmanian State Service. This will not only encourage Tasmanian students to study in Tasmania it will also assist with retaining future Tasmanian nurses within the State.

Free Post Graduate Certificates or Graduate Diploma

The ANMF seek free Graduate Certificates and Graduate Diplomas in areas of clinical need, such as but not limited to: Mental Health, Intensive Care or Emergency Nursing. This will support members who take up positions in area of need but also assist in growing the skills and knowledge base of the workforce.

Market Allowance

The ANMF seek a market allowance which is the equivalent of an additional 30% of the base salary to be added to the salary of employees who take up hard to fill positions and in rural and remote areas with consideration of application to those currently employed in these areas.

Commitment to Competitive Agency Staff

The ANMF seek commitment to offer competitive packages to secure agency staff in areas with long standing vacancies and difficulties with recruitment.

Child Health and Parenting Nurses (CHaPS) and Mental Health Nurse

The ANMF seek entry level employment to be amended to Grade 4 (as a baseline level) for experienced CHaPS and Mental Health nurses in recognition of the level of skill/expertise and autonomy required in the role. This would not preclude less experienced or graduate nurses entering at a Grade 3 Classification level and aid in recruitment and retention.

Grade 4 Advanced Progression

The ANMF seeks a review of the Grade 4 Advanced Progression criteria to ensure the wording of the clause for progression to Grade 4 is based on the capacity of the applicant and not on whether there is 'portfolio' for the applicant to adopt. Consideration of co-managed portfolios is also required.

Senior Nurse/Midwife Classification

The ANMF seek to review and to establish criteria for classification for nursing and midwifery roles that fall outside of the hospital sector. For example, community and Child Health and Parenting Service.

Classification structure for Midwifery

The ANMF seeks a review of the classification structure to allow progression of direct entry midwives through the career structure.

Retrospective Wages

The ANMF seeks an adjustment of pays to make payment fall a week behind. This will therefore allow for adjustments to be made in the single timesheet/period worked and reduce the significant workload on Nurse Unit Managers.

Retention

Workforce Matters

Transition to Permanent Position

The ANMF seeks a transition to a permanency pathway to be established from Assistant in Nursing to Enrolled Nurse/Registered Nurse, Graduate Nurse and Registered Nurse to complement existing transition to permanent pathways e.g. AIN in Mental Health to EN or RN.

Review and Amend the Assistant in Nursing Schedule

The ANMF seeks to review and amend the Assistant in Nursing clause to allow for Registered Undergraduate Student Nurses (RUSON) or Student Midwives (RUSOM) to be employed to the Assistant in Nursing or Midwifery (or alternatively, RUSON/M) role. The ANMF seeks that Registered Nurses who are also student Midwives to be paid at their substantive RN classification when working as an RUSOM.

Broad-banding of specialist roles (including DNE)

The ANMF seeks to allow nurses starting in specialist roles, who then upskill, to have their additional qualifications/skills acknowledged enabling progression, without advertising, through the career structure (G3 – G6).

Workload Matters

Relief Factor Increase

The ANMF seeks an increase to the existing leave relief cover in the Nursing Hours per Patient Day (NHpPD) Business Rules to cover Professional Development; 50% of average sick leave (average calculated over last two years) Long Service Leave; Mandatory Training and Parental Leave.

ANUM/AMUM's

The ANMF seeks the roles of NUM's (noting that AMUM's are indirect) be made in-direct to allow the full potential of role to be achieved with the direct care hours backfilled by a direct care clinical nurse.

Clinical Nurse/Midwife Consultants

The ANMF seeks to have the roles of Clinic Nurse/Midwife Consultants to be added as indirect to the NHpPD Business Rules for each clinical area/ward/unit/service and where currently included in direct care hours the hours of the CNC/CMC will be backfilled by a clinical direct care nurse/midwife.

A Complementary Workload Model To Count The Babies

The ANMF seeks a complementary workload model to Birthrate Plus to assist with the workloads associated with care delivery to babies in the post natal units.

Clinical Educator

The ANMF seeks an FTE increase for Clinical Nurse Educators for each district hospital and 1 FTE for each defined clinical ward or unit or service e.g. Mental Health Hospital in the Home.

Clinical Coaches

The ANMF seeks Clinical Coaches to be permanently implemented **in each clinical area** where extended support and orientation programs are required.

Review Nursing Hours per Patient Day

The ANMF seeks a review and amendment of the grievance panel membership to include at Step 2, the industrial organisation that raises the grievance and a workplace representative, DON, NUM and HR.

Workplace flexibility for all Nurses, Midwives and AINS

The ANMF seeks workplace flexibility for all nurses, midwives and AIN's to be able to work or study part-time for the purpose of facilitating work life balance.

Night duty

The ANMF seeks a commitment of accommodation of persons who have difficulty working night shifts (with medical certification).

Nursing Hours per Patient Day – Non-Clinical Supports

The ANMF seek an addition to the Nursing Hours per Patient Day business rules to include the allocation of both a Ward Aide and Ward Clerk to each clinical ward/unit/service 24/7 (or during operating hours for non 24/7) areas to allow nurses and midwives to focus on nursing and midwifery duties.

Hours of Work Matters

Late Early shift

The ANMF seeks review of the Late – Early roster pattern and consideration of this to be only rostered by mutual agreement and that for all other rostering instances employees will not be rostered a Late to Early shift pattern.

An additional 20 days of personal leave

The ANMF seeks to have 20 additional days of personal leave (pro-rata) added to current employee's sick leave accruals in the first year of the agreement due to significant depletion of members sick leave due to testing and isolation as a close contact or as a case of COVID-19. In addition, ANMF seek an upfront allocation of 5 days personal leave (pro rata) for new employees so they have access to personal leave in the first few months of employment.

Overtime for DON's (G8/9's) who work after hours

The ANMF seeks commitment for Director of Nursing/Midwifery working in clinical shifts are to be paid at their normal classification level and not at the grade 3 RN rate. (This is particularly relevant to DH) or to accrue additional leave (at overtime rates) for the time worked.

NUMs required to be on call

The ANMF seeks NUM's to be paid on call rates when required to be on call (e.g. DH and community teams).

*Allowance Matters***PGA application**

The ANMF seek for the post graduate allowance to be applied to dual degrees where combined curriculum has application to role e.g., RN/RM in maternity or RN/BP in Emergency. The PGA should also apply to nurses, who have qualified in the UK and have additional qualifications (for example Mental Health) which are not recognised, in Australia, as being 'post-graduate' yet were acquired in addition to a qualification leading to first registration.

PHD/Doctorate PGA

The ANMF seek to increase the post graduate allowance to 10% for those members who obtain a PHD/Doctorate qualification.

Enrolled Nursing Post Graduate Allowance

The ANMF seek an Enrolled Nurse post graduate allowance to be paid as follows: 4% for certificate or qualification for a course completed over 6 months duration; 7.5% for certificate or qualification of 12months or more in duration.

Post Graduate Allowance Amendment

The ANMF seek an amendment to the post graduate clause to allow payment of post graduate allowance to those employees who are recalled to work whilst on call and also for those employees who are required to work overtime.

Multi-Disciplinary Allowance

The ANMF seek a review of the multi-disciplinary allowance for mental health be reviewed and embedded into the base salary for mental health employees, with specific classification descriptors, that also have regard to the allied health professional equivalent wage scale. This applies to all nursing classifications.

Redeployment Allowance

The ANMF seek an allowance for Assistants in Nursing, Nursing and Midwives, directed to redeploy to work in an area that is outside of their clinical expertise or range of experience at rate of \$40 per shift.

Personal Protective Allowance

The ANMF seek a personal protective allowance for all employees working in direct care positions, who are required to wear personal protective equipment for the vast majority of their shift (excluding meal breaks) of \$40 per shift.

Travel and Accommodation Allowance

The ANMF seek an update to the travel and accommodation allowances in line with current average accommodation and cost of food prices in Tasmania.

Provision of Private Plated Vehicles

The ANMF seeks to clarify the entitlement to private vehicles for nurses/midwives employed at a senior level (G9+) to make clear this applies to senior nurses at Grade 9 or in an EDON role.

Dive Allowance

The ANMF seeks a dive allowance for all hyperbaric nurses who are required to go under pressure with an applicable pay rate according to depth.

Uniform Allowance

The ANMF seek an inclusion of a uniform allowance as a pro rata cost for uniformed nurses, to ensure that their clothes are at least tax free.

Penalty Matters

Christmas Day Public Holiday Rates

The ANMF seek for Christmas Day Public Holiday rates to be paid for Christmas Day (25 December) regardless of what day the public holiday falls on.

Public Holiday Rates on a Public Holiday

The ANMF seeks to have public holiday rates paid when part of a shift falls on a public holiday and at pro rata public holiday rostered off benefit for part of the shift that falls on the public holiday they are not rostered to work and do not work.

Sunday Penalty Rates Extension

The ANMF seeks to have the Sunday penalty rates extended to the end of night shifts on Monday mornings rather than at midnight on the Sunday night.

Sunday Penalty Rates

The ANMF seeks an increase to Sunday penalty rates to be paid at double the employee's base salary rate (200%).

Extra Shift Allowance

The ANMF seeks an allowance to be paid at time and a half of the employees' base salary when working an additional shift at the request of the employer over and above their contracted hours.

Casual Loading

The ANMF seeks an increase to 25% for all persons in receipt of a casual loading, including those who were 'grandfathered' at a lower rate.

Commitment to abolishing the Reverse Double

The ANMF seeks a commitment that the reverse double will be abolished and applicable overtime payment will be made.

*Leave and Holidays***Annual Leave**

The ANMF seek an increase to annual leave entitlements with an increase to 190 hours (5 weeks) for full time day working employees and 228 hours (7 weeks) for shift working employees.

Bereavement Leave

The ANMF seeks an amendment to the current clause allowing bereavement leave to be accessible for 12 months (currently 3), which would be inclusive of the date of the first anniversary of bereavement.

Miscarriage Leave

The ANMF seeks a miscarriage leave entitlement of up to 5 days to be paid to an employee or the partner of an employee who experiences a miscarriage prior to 12 weeks gestation.

Paid Pre-Term Birth Leave

The ANMF seeks paid pre-term birth leave where an employee or the spouse of an employee gives birth to a pre-term child (prior to 37 weeks), the parent with the primary caring responsibility is entitled to paid special pre-term parental leave from the date of birth of the child (or children from a multiple birth) up to the end of 36 weeks, following which 16 weeks paid parental leave will apply with 52 weeks in total.

Two Weeks Special Leave

The ANMF seeks a two-week special leave entitlement (duration to be assessed per situation) for dealing with unprecedented weather events e.g. recent flooding in order to deal with damage to property, make necessary claims and also secure property and land.

Cultural Leave

The ANMF seeks an entitlement of up to ten days in a calendar year for any employees who are Aboriginal or Torres Strait Islanders or a member of another culture or religion for the purposes of attending to important cultural events (group or personal).

Professional Development leave

The ANMF seek a minimum of 5 days professional development to be taken by mutual agreement between the employer and employee, with additional days to be facilitated should it be deemed that the professional development for that employee meets the criteria that indicates it will support the clinical area.

Recognise

Safety and Wellbeing

Agreement to Implement a Peer Support Model

The ANMF seek commitment to establish a peer support model in line with the model design that is in place in other agencies to support first responders.

Agreement is Sought to Implement a Violence and Aggression plan

The ANMF seek commitment to establishing a strategic violence and aggression plan in line with the strategy outlined by the Victorian Government in a 10-point plan to reduce violence and aggression against nurses, midwives and assistants in nursing.

Right to Disconnect

The ANMF seek a clause in the agreement to allow for all employees the option to elect to not be disturbed or contacted on rostered days off or outside of shift times, including via text message or social media. Email may be allowed for the purposes of work-related communication other than a request to pick up additional shifts. This is to be consistently applied both during and after hours.

A Wellbeing Allowance of \$250 per annum

The ANMF seeks (pro rata) a wellbeing allowance to be paid to employees for activities or services to improve their health and wellbeing. For example, to contribute to a gym membership, sporting club membership, sport equipment, dietician, or psychologist gap payments.

Provide GPS Devices in Remote Areas

The ANMF seeks an entitlement to allow those employees working in remote areas with patchy mobile phone reception (e.g. Zeehan) to maintain connectivity when visiting clients out in the community. Garmin In reach for example allows sending and receiving messages, navigation, tracing and sharing journeys and if necessary, triggering an SOS (staffed globally by an Emergency Response Coordinator).

Staff Gyms

The ANMF seeks a commitment that on site staff gymnasiums will be included in all future master planning in health facilities and in the meantime a corporate rate is offered to allow reduced rates of access to exercise sessions either on-site or nearby

Child Care

The ANMF seeks a commitment that on-site childcare facilities across the state at the State's major hospitals as well as major health service centers will be included in all future master planning.

ANMF Environmental Sustainability Representatives

The ANMF seeks a commitment to include ANMF environmental sustainability representatives in the membership on procurement committees and capital works/master planning committees for the purposes of having regard for environmental sustainability and climate impacts.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
18 November 2022