

## MEMORANDUM: Wednesday 14 April 2021

RE: Calvary Health Care Tasmania Nursing Staff Enterprise Agreement 2020 (**Agreement**)

### VOTING

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#### **Background:**

As you are aware, Calvary Health Care Tasmania Ltd (**Calvary**) have been negotiating a new enterprise agreement to replace the current enterprise agreements which apply, being the *Calvary Health Care Tasmania (St Luke's and St Vincent's Campuses) Nursing Staff Enterprise Agreement 2017* and the *Calvary Health Care Tasmania (Lenah Valley and St John's Campuses) Nursing Staff Enterprise Agreement 2016*.

Over a period we have met with ANMF and HACSU to negotiate the terms of the Agreement. Those negotiations have now concluded and we are pleased to release the Agreement to you and allow you to cast a vote on the Agreement.

To assist in helping you understand the terms of the Agreement and how they apply to your employment we have released another memorandum setting out the Key Updates on the Agreement and our Frequently Asked Questions information (**FAQs**). We will also be conducting a number of information sessions on the Agreement. These are repeat sessions to ensure that all employees are able to attend a session.

We believe that the Agreement (which will now apply to all our Tasmanian Hospitals) will continue to support us in providing a great workplace by attracting and retaining nurses and allow us to continue to provide quality care to our patients.

Today, Wednesday 14 April 2021, marks the start of the 'access period'. During the access period:

- you will have access to the Agreement; and
- as above, we will conduct a number of information sessions to explain the terms of the Agreement and their effect.

#### **Information sessions on the Agreement:**

We will be conducting a comprehensive information session on the Agreement at:

Date	Time	Location	Room
Thursday 15 <sup>th</sup> April	3.30pm	Webex (and meeting rooms on site)	St John's and Lenah Valley Boardrooms St Vincent's L2 Meeting Room

We will also be hosting HR information and drop in sessions on the following dates:

Date	Time	Location	Room
Monday 19 <sup>th</sup> April	10.30am 2.30pm	Launceston	St Luke's, Dining Room St Vincent's, IPL Training Room
Tuesday 20 <sup>th</sup> April	2.30pm	Hobart	St John's, Training Room
Wednesday 21 <sup>st</sup> April	1.30pm	Hobart	Lenah Valley, Education Centre
Thursday 22 <sup>nd</sup> April	11.00am 2.30pm	Hobart	St John's, Training Room Lenah Valley, Education Centre
Tuesday 27 <sup>th</sup> April	11.00am 2.00pm	Launceston	St Luke's, Dining Room St Vincent's, IPL Training Room

Attendance at these sessions is not mandatory, however you are all strongly encouraged to attend a session and learn about the Agreement and how it will operate. You will also be invited to ask any questions, for example about how the Agreement will apply to you.

In the event that you are unable to attend in person, you can access a recording of the presentation via the intranet [here](#).

Finally, if you cannot attend a session in person or view the online recordings, but you would like to ask any questions, please email [VicTas.HR@calvarycare.org.au](mailto:VicTas.HR@calvarycare.org.au) and someone will contact you to discuss further options that may be available during the access period.

As above, we will also make available a memo on the key terms and updates in the Agreement and FAQs. The key updates memo will be a summary document only, so you are encouraged to review the Agreement, attend the information session and ask questions about the Agreement to ensure you have a good understanding of the terms of Agreement and their effect to your circumstances.

### **Voting:**

We must allow you a reasonable opportunity to decide whether you want to approve the making of the Agreement and as such we have afforded you two weeks to consider the Agreement prior to casting a vote (**the access period**).

1. We will commence the "access period" for staff today, Wednesday 14<sup>th</sup> April 2021  
  
Copies of the Agreement are available via the intranet [here](#), with hard copies distributed to break rooms and main nursing stations on site. If, for any reason, you need assistance obtaining a copy of the Agreement, please email [VicTas.HR@calvarycare.org.au](mailto:VicTas.HR@calvarycare.org.au).
2. The vote will be cast electronically (*refer to detailed "How to Vote" instructions attached*).
3. You will be able to vote any time from **9.00am on Thursday 29 April 2021 and prior to the close of voting at 4:00pm on Wednesday 5 May 2021**. You will not be able to vote outside this timespan.
4. On the closing date for voting and after the time when the vote closes, the votes will be collated. The result will be declared with the following details:
  - \* the total number of valid votes received;
  - \* the respective numbers of votes 'for' and 'against'; and
  - \* whether the vote has been carried or lost.

These results will be posted on staff noticeboards so that all affected employees may examine the results.

### **What happens next?**

If a majority of relevant employees who cast a valid vote decide that they want to approve the making of the Agreement, it will be submitted to the Fair Work Commission (**FWC**) for approval.

In the circumstances where the Agreement is approved by the FWC, the Agreement will come into operation 7 days after it is approved by the FWC and it will govern the minimum terms and conditions of your employment and replace your current enterprise agreement.

If you have any queries regarding the Agreement or the voting process please email [VicTas.HR@calvarycare.org.au](mailto:VicTas.HR@calvarycare.org.au).