



ANMF NEWSFLASH

Southern Cross Care Tasmania

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) wrote to Southern Cross Care Tasmania (SCCT) management on Friday 1 December 2023 regarding the 3% increase to wages due on Friday 1 December 2023 as per the current *SOUTHERN CROSS CARE (TAS) INC Staff Enterprise Agreement 2021*. The ANMF requested that SCCT consider paying this increase in good faith to members.

The ANMF received a reply from SCCT on Thursday 8 February 2024 as follows:

“After the Agreement was approved, Southern Cross Care increased the rates of pay for registered nurses in February 2023 by 6% and by a further 15% in July 2023 for all nursing staff and specific roles in residential and home care. Pay rates for other roles were increased to ensure that they were not less than the rates in the relevant modern awards following a minimum wage increase of 5.75%.

Southern Cross Care has made the decision to award the 6% increase in February 2023 and to pass on the full 15% increase in July 2023 in recognition of the hard work and contribution made by nurses and other care staff to the lives of our residents and home care clients. I would like to highlight that Southern Cross Care made the decision to increase pay rates of all nursing and care staff by 15 % rather than just by the minimum dollar amount. As you know, providers were only required to pass on the difference between award rates and the rates as increased under the Stage 2 of the Fair Work Commission’s (FWC) ‘Work Value Case’ of wages within the aged care sector. Not all providers adopted the same approach as us.”.....

“Our position of pay rates increases was explained and communicated to all staff in a memorandum sent on the 5 July 2023”.



The current Staff Enterprise Agreement expires on 31 December 2025 with the next pay increase of 3% due on Sunday 1 December 2024.

If you have any questions regarding this newsflash, please contact Organiser Jane Pond at Jane.Pond@anmftas.org.au.

The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives and care workers to represent members. This is why our Organisers and Member Support Team are uniquely positioned to understand your experiences, represent you in your workplace, and offer industrial advice that's relevant to you.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
27 February 2024