



## ANMF EA UPDATE 1

# Wintringham Enterprise Agreement Negotiations

Wintringham has informed unions that it would like to offer a good faith interim wage increase of 2.5% from the first pay period on or after Monday 1 July 2024 while bargaining continues.

We seek your feedback. The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has not yet confirmed a response to the proposed interim increase.

The interim wage increase is offered pending the finalisation of enterprise bargaining negotiations.

Enterprise bargaining negotiations with Wintringham are progressing reasonably well and the parties have met on three (3) occasions over the last two (2) months to discuss relevant union logs of claims.

Wintringham's response to several ANMF claims remain outstanding and Wintringham has informed the ANMF that it will provide an updated response after the other unions have tabled their log of claims.

Wages in coming years are expected to be heavily influenced by the outcome of the Fair Work Commission work value proceedings. The interim wage increase is a means of ensuring that its employees are not economically disadvantaged by the delay in the Commission finalising its work value determinations. Wintringham has also informed the unions that subject to the Commission's decision on award rates of pay Wintringham is prepared to offer a further wage increase to be payable in 2024 including annual wage increases thereafter over the life of the new agreement.



At the EA meeting on Monday 17 June 2024, the ANMF reminded Wintringham of the Fair Work Commission's annual National Wage Safety Net Review decision for all awards increasing minimum rates of pay by 3.75%.

### **Interim wage increase details:**

The terms of Wintringham's interim wage increase proposal are explained below:

**1. Interim Nature of the Increase:**

The interim increase is a provisional measure and does not influence the final wage outcome of the agreement. It is intended to provide immediate financial support while negotiations are ongoing.

**2. Absorption into Final Agreement:**

The interim 2.5% increase will be absorbed into any final wage increase agreed upon. For instance, if the final agreed increase is more than 2.5%, employees will initially receive the 2.5% starting in July, with back-pay for the additional amount upon finalising the agreement. This will apply to the agreed increase from FFPP commencing in July 2024 only.

**3. Increase for Employees whose rates are equivalent to Award Rates:**

Wintringham employees currently receiving wages at the applicable Award rates will receive the 3.75% Award increase effective from the first full pay period in July 2024. Additionally, they will also receive the 2.5% interim increase.

**4. Relativity with Award for Above-Award Rates:**

Employees whose current wages are above the Award rate will receive a 2.5% interim increase. This means their relative position to the Award rate will be temporarily less favourable this will be somewhat addressed with the back-pay of any additional wage increase amount upon the finalising of the agreement.

**The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses 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.**



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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
24 June 2024

