



Australian  
Nursing &  
Midwifery  
Federation  
Tasmania

**Baptcare's  
wage offer  
2.5% per year  
with no back pay  
commitment**

## ANMF EA UPDATE 8

# Baptcare Enterprise Bargaining Stalemate

We surveyed. You responded. We listened.  
Baptcare dawdled.

Bargaining for the Baptcare Karingal Enterprise Agreement continues.

In our recent survey of Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Baptcare members:

- 100% of the members who responded felt that the Baptcare wage offer of 2.5% per year for the life of the Agreement with no backpay commitment was not fair.
- 90% stated that they would be prepared to take industrial action in order to improve the wage offer.

**Baptcare have responded to our request to revise their wage offer. They have refused to increase the wage increase offered for the life of the Agreement but have provided the following backpay offer:**

- **ENs will receive a 4% wage increase from 1 December 2023, followed by the increase on 1 February 2024. No further backpay payments.**
- **RNs will receive a 2% wage increase from 1 December 2023, followed by the increase on 1 February 2024. No further backpay payments.**
- **Baptcare also said that personal care workers would be moved onto Victorian rates of pay in lieu of backpay. We have been advised that this would represent an approximate 8% increase on current wages from 1 February 2024.**
- **The ANMF are of the opinion that the backpay offer and the current wage increase offer still put Baptcare wages behind their competitors.**



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- **Any work value case increases will be in addition to these percentages, but these are still being determined for care workers, with the nurses' case yet to be heard.**
- **We have not yet had clarity regarding requested changes to paypoints for ENs and RNs.**

## **So, what's next?**

We would like to get more opinions about this backpay offer and propose a move towards industrial action if our members do not feel this offer is good enough.

The ANMF has attached another informal survey of members, to ask if you accept the offer, and ask again about your appetite for industrial action, including which actions you wish to participate in.

1. Depending on results, the ANMF will apply to the Fair Work Commission (FWC) to hold a formal and final ballot about industrial action (Protected Action Ballot) (PAB), run by an independent polling company. In the ballot, you will be asked once more whether you wish to participate in industrial action, and to choose which activities you are happy to be involved in. We may not need to do ALL these activities as part of the action, but we will ask the FWC to approve each of the actions, so we can make use of them if we need to.
2. If the FWC approves the ANMFs' application, they will issue an order to have the ballot.
3. If the majority of ANMF members vote for industrial action in the ballot, then industrial action can commence, and the ANMF will work with you to organise the actions.

## **What could industrial action look like?**

- Handing out flyers and talking to residents, visitors and the public.
- Short stop work meetings (with sufficient staff available to safely care for residents during that time).
- Wearing badges.

**It's up to you!**



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**The power of industrial action is the power of the people.** If you didn't respond to the ANMF survey last time, please do so this time. Tell your friends to join us by scanning the QR code below. Keep informed and up to date with the action by regularly checking your phone/emails. **New Baptcare members will receive \$25 off the first year's membership!**



Please click the link below to complete the survey, the survey will remain open until **0900hrs Monday 4 November 2024.**

<https://www.surveymonkey.com/r/BaptcarePotentialIndustrialActionSurvey2024>

**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  
29 October 2024