



ANMF NEWSFLASH

Southern Cross Care Tasmania

Work Value Wage Increase

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has raised concerns with Southern Cross Care Tasmania (SCCT) that they have not fully passed on Work Value wage increases as required by Government funding guidance.

We understand that from Monday 6 January 2025 SCCT was due to pass on wage increases to care workers that it has been funded by the Government to provide. The additional funding is for the purpose of Stage 3 of the Aged Care Work Value Case in the Fair Work Commission.

Southern Cross Care Staff Notice

A staff notice of Monday 20 January 2025 includes the following statements:

This amount has been offset by the 4% increase provided to all staff in July of 2024...

...

Offsetting the 4% increase provided in July 2024 has resulted in the following SCCT Enterprise Agreement classifications not receiving any further increase...

These statements in the staff notice are contrary to Commonwealth Government guidance.

Funding Guidance

Government funding [guidance](#) requires providers to pass on the additional funding provided for the Stage 3 Work Value increases in full. It specifies dollar value increase at relevant classification levels.



In relation to interaction with other wage increases, the guidance document also states providers are expected to provide periodic increases, including through Enterprise Agreements (EAs), separately to the additional funding to support the Stage 3 decision.

The ANMF believes it is not open to SCCT to offset the amount of the Stage 3 wage increase by a wage increase previously provided in July 2024.

Who Does This Affect?

The wage increases that were due in January 2025 apply to care workers. Currently it appears that additional amounts are due to care workers.

A wage increase for nurses arising from Stage 3 of the Aged Care Work Value Case is due in March 2025. It's very important that we clarify the approach now, so that future Work Value increases are applied correctly.

We have asked SCCT to urgently respond to our concerns.

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
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