



ANMF EA UPDATE 3

Serco AHSC Nurses Enterprise Agreement 2025

Newsletter 5


On Thursday 20 February 2025, Australian Nursing and Midwifery Federation (ANMF) officials and member workplace delegates met with Serco representatives to discuss your 2025 AHSC nurses' Enterprise Agreement (EA).

Prior to the meeting Serco provided its wages offer and a response to the ANMFs' claims. Serco acknowledged that night shift penalty was too low and **has proposed to increase the penalty from 15% to 20%**. Serco has also made many other minor improvements to the current agreement such as higher duties being payable after one shift and the payment of defence reservist pay. Many of these items were agreed because Serco is already doing them.

Wages

Serco provided three different "options" for wages. The "options" all achieve pay parity and had the same wage rates by 2028. For many ANMF members the offer was around 3% per annum or less. Level 1 Registered Nurses (RNs) in Queensland average 2.62% and Wagga Wagga average 2.38%.

Serco say this is because some nurses need to pay for the wage increases of others if parity is to be achieved. This is wrong. Serco paid a wage increase of only 0.8% in 2020 and none in 2021. They paid 2.55% in 2022, 2023 and 2024 with some uplift for Victorian and Western Australian rates that were significantly lower than the rest of the country. **Serco can afford to pay its nurses more!**



Rather than competing amongst ourselves for wage rises, your ANMF negotiating team believes that the following is a fair counterproposal to put to Serco, which achieves a good wage increase and full pay parity around Australia across every base.

- **Pay parity** achieved with the first increase of agreement.
- Annual increases of **3.5%** across the life of the agreement (4 years).

The value of achieving pay parity is twofold. It improves our unified bargaining power for future agreements (either with Serco or another provider) and is a fundamentally more equitable outcome for nurses.

Next Steps

Make your voice heard by completing the survey [2025 Serco AHSC enterprise bargaining - Pay Offer](#) **as soon as possible**. It is important for your bargaining team to understand whether our members endorse the counteroffer we suggest and whether they are willing to take protected industrial action to achieve it.

Industrial Action

Your current *Serco AHSC Nurses' Enterprise Agreement 2022* expires on **Monday 7 April 2025**. After this time, [Protected Industrial Action](#) (PIA) is a possibility to progress our claims, should Serco reject our counteroffer.

It is essential for members to understand that this requires you as individuals to work collectively to disrupt the operations of Serco. The application starts with applying to the Fair Work Commission (FWC) for a ballot of all ANMF members, where you indicate whether you wish to take industrial action. You choose yes or no for specific forms of industrial action. There are different forms of PIA which can be tailored to workplaces. Some generic examples include:

- Refusing to work any additional shifts beyond those originally rostered.
- Refusing all requests to work ordinary hours beyond the normal finishing time of rostered duty.
- Interrupting and/or stopping work to add EA campaign messages to email signatures and screen savers.



- Maintaining strict adherence to designated tea breaks and meal breaks, including a refusal to undertake staggered meal breaks, and refusing to be on call during these breaks.
- Refusing to fill out non-urgent client data entry records inclusive of scanning and electronically moving by any means client records and files.
- Refusing to undertake any recall to work duties including overtime either before or after the cessation of normal rostered daily or weekly hours.
- Stopping work for a duration of up to 4 hours after the commencement of duty.

If the ballot is successful, the forms of industrial action approved by members can be taken legally (this is what makes it 'protected' industrial action).

Keeping up to Date

To ensure you receive all updates, please make sure your contact details are correct. You can do this [here](#). Staying informed is crucial as we move through these negotiations. If you know a member who is not getting these updates, get them to update their details such as workplace.

Joining Your Union

If you know someone who is not a member, **ask them to join!** Being part of the union means having a collective voice to advocate for fair pay, better conditions, and workplace rights. It also means they can participate in a Protected Action Ballot (PAB). Together, we are stronger, and membership makes a real difference.

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.



Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
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