



ANMF EA UPDATE 19

Baptcare Karingal Enterprise Agreement - REVISED WAGE OFFER

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) and Health and Community Services Union (HACSU) met again with Baptcare Karingal on Thursday 13 March 2025. Baptcare have put to us a revised wage offer, outlined below:

Wage Offer

Nurses

You may be aware that as part of the Work Value Case (WVC), wage increases for aged-care nurses have been funded from March 2025. The difference will be how Baptcare applies the WVC increases effective 10 March 2025.

Essentially, for nurses, the difference in the new pay offer to the previous one is the fact that the WVC increases would be calculated on the compounded figure following all proposed wage increases rather than the much lower Award rate funded by the Government. The Award rates used by the Government are those from the [Federal Nurses Award \[MA000034\]](#), be sure to look at the pay rates for [Aged Care Nurses \(15.3 Minimum rates for aged care employees\)](#).

Enrolled Nurses (ENs)

- 5% lift effective 1 December 2023.
- 2.5% increase from 1 February 2024.
- 2.5% increase from 31 January 2025.
- WVC increases from 10 March 2025.



Registered Nurses (RNs)

- 2.5% lift effective 1 December 2023 (the previous CEO agreement).
- 2.5% increase from 1 February 2024.
- 2.5% increase from 31 January 2025.
- WVC increases from 10 March 2025.

To see your proposed pay rates, please consult the attached tables below. Please check carefully, as each pay point has a different WVC percentage increase being applied.

*Note also that Baptistcare have increased the number of classifications for Level 1 RNs from 5 to 8.

Illustrative Examples:

Staff Member A

EN Pay point 7 \$36.76 (current hourly rate).

\$38.60 from 1 December 2023.

\$39.57 from 1 February 2024.

\$40.56 from 1 February 2025.

\$41.50 from 10 March 2025 (2.32% WVC increase on \$40.56 instead of **\$34.25**, which would result in a pay increase of 94c per hour instead of 79c per hour on top of what has already been offered.)

Staff Member B

RN Level 1 Pay point 4 \$41.10 (Current hourly rate).

\$42.12 from 1 December 2023.

\$43.17 from 1 February 2024.

\$44.26 from 1 February 2025.

\$44.98 from 10 March 2025 (1.63% WVC increase on \$44.26 instead of **\$37.13**, which would result in a pay increase of 72c per hour instead of 60c per hour on top of what has already been offered).



Staff Member C

RN Level 2 Pay point 4 \$53.25 (current hourly rate).

\$54.58 from 1 December 2023.

\$55.94 from 1 February 2024.

\$57.34 from 1 January 2025.

\$59.74 from 10 March 2025 (4.19% WVC increase on \$57.34 instead of **\$45.96** which would result in a pay increase of \$2.40 per hour instead of \$1.92 on top of what has already been offered).

Proposed Wage Table – Nurses							
	Current	1/12/23 Increases	1/02/24 Increases	1/02/25 (2.5%)	10/3/25	WVC Increase	Award Rate
Enrolled Nurse							
Pay Point 1 (Allowance rate)	32.76	34.40	35.26	36.14	38.91	7.64%	
Pay Point 2	33.46	35.13	36.01	36.91	39.21	6.23%	34.25
Pay Point 3	34.15	35.86	36.76	37.67	39.50	4.84%	34.25
Pay Point 4	34.85	36.59	37.50	38.44	39.73	3.35%	34.25
Pay Point 5	35.54	37.32	38.25	39.21	40.12	2.32%	34.25
Pay Point 6	36.07	37.87	38.82	39.79	40.71	2.32%	34.25
Pay Point 7	36.76	38.60	39.57	40.56	41.50	2.32%	34.25
Pay Point 8	37.23	39.09	40.07	41.07	42.03	2.32%	34.25



Registered Nurse Level 1							
Pay Point 1	35.89	36.79	37.70	38.65	40.20	4.02%	35.41
Pay Point 2	37.62	38.57	39.53	40.52	43.31	6.90%	37.13
Pay Point 3	39.36	40.34	41.35	42.39	44.22	4.33	37.13
Pay Point 4	41.10	42.12	43.18	44.26	44.98	1.63	37.13
Pay Point 5	42.83	43.90	45.00	46.12	49.93	8.26%	40.77
Pay Point 6	44.57	45.68	46.82	47.99	50.49	5.21%	40.77
Pay Point 7	46.30	47.46	48.65	49.86	50.99	2.25	40.77
Pay Point 8	48.04	49.24	50.47	51.73	51.73	No change	40.91
Level 2							
Pay Point 1	49.77	51.02	52.29	53.60	56.44	5.29%	44.21
Pay Point 2	50.93	52.20	53.51	54.85	56.84	3.64%	44.21
Pay Point 3	52.09	53.39	54.72	56.09	57.14	1.87%	44.21
Pay Point 4+	53..25	54.58	55.94	57.34	59.74	4.19%	45.96
Level 3						5.69%	48.12
Pay Point 1	55.42	56.80	58.22	59.68	63.07	5.69%	48.12
Pay Point 1	56.72	58.13	59.59	61.08	63.39	3.79%	48.12
Pay Point 3	58.02	59.47	60.96	62.48	63.75	2.03%	48.12
Pay Point 4+	59.32	60.80	62.32	63.88	64.03	0.23%	48.12
Level 4							
Grade 1	66.26	67.92	69.62	71.36	77.39	8.46%	56.36
Grade2	66.26	67.92	69.62	71.36	77.39	8.46%	56.36
Grade 3	66.26	67.92	69.62	71.36	72.22	1.21%	56.36



Grade 4	71.33	73.11	74.94	76.81	76.81	No	58.94
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Direct Care Workers

Victorian rates from 1 December 2023 (offered on 7 February 2025)

- 2.5% increase 1 February 2024
- 3.48% increase 1 January 2025 WVC
- 2.5% increase 31 January 2025

Further, for Personal Care Workers (PCWs), if you have worked for Baptcare for 4 years or more, and hold a Certificate III, you will move up one level in classification immediately.

Please see the table of proposed pay rates below:

Proposed Wage Table – Carers							
	Current	1/12/2023 (Per Vic EA)	1/02/2024 (2.50%)	01/01/2025 (3.48%)	1/02/2025 2.50%	01/10/2025 (3.48%)	01/02/2026 (2.50%)
Grade 1 Year 1	28.60	30.48	31.24	32.33	33.14	33.97	34.82
Grade 1 Year 2	29.73	30.64	31.41	32.50	33.32	34.15	35.00
Grade 1 Year 6	30.88	31.28	32.06	33.18	34.01	34.86	35.73
Grade 2 (certificate 3)							
Grade 2 Year 1	31.24	31.83	32.62	33.76	34.60	35.47	36.35
Grade 2 Year 2	31.24	31.99	32.79	33.93	34.78	35.65	36.54
Grade 2 Year 3	31.24	32.16	32.97	34.11	34.97	35.84	36.74
Grade 2 Year 4	31.24	32.31	33.12	34.27	35.13	36.01	36.91
Grade 2 Year 5	31.24	32.47	33.28	34.44	35.30	36.18	37.08



Grade 2 Year 6	31.24	32.63	33.44	34.61	35.47	36.36	37.27
Grade 3 (Year 1 to Year 6) (Certificate 4)	32.30	34.04	34.89	36.11	37.01	37.93	38.88

Overtime and “Voting Up of Agreement” Bonus

Baptcare have also offered all employees \$150-\$200 each on “voting up the Agreement.”

They offer this in exchange for the reversal of the offer of double time for the first two hours of overtime to time and half the current rate.

Increase in 2026

All members should be reminded of the 2.5% increase due on 1 February 2026.

The ANMF would like to know what you think of this offer. Please fill in the survey below by **1700hrs Monday 24 March 2025**.

Survey: <https://app.smartsheet.com/b/form/0195a72cc64679ce80ac1fcbd06da5f2>

ANMF Northern Organiser Nicki Hood will be onsite at Baptcare holding a **Members’ Meeting at 1430hrs on Thursday 20 March 2025**.

We will put your responses to Baptcare in our next meeting, scheduled for **Monday 24 March 2025**.

Have YOUR say on YOUR Agreement. It is very important to participate, so we have a conclusive number of responses to share with Baptcare.



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
18 March 2025