

ANMF EA UPDATE 2

May Shaw Health Centre

Offer of 1.75%

At the first bargaining meeting on Wednesday 2 April 2025 May Shaw has made an incredibly low wages offer for the Enterprise Agreement (EA), only committing to 1.75% in the first year.

At the meeting the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team spoke to our Log of Claims (LoC) and management put forward its initial offer for a proposed 4-year agreement.

Wages Offer

May Shaw has expressed its wages offer as being a certain percentage each year or the Annual Wage Review increase, whichever is greater.

- The Annual Wage Review is the exercise conducted by the Fair Work Commission (FWC) each year for adjusting minimum wages in Australia. The decisions are contingent on a range of economic factors.

When it comes to the specified percentage increases that May Shaw is committing to, these are:

- 1.75% from 1 July 2025.
- 2% from 1 July 2026.
- 2% from 1 July 2027.
- 2 % from 1 July 2028.

The effect of May Shaw's proposal is that it is only committing to very low wage increases in bargaining. While its possible that Annual Wage Review outcomes may be more favourable, we cannot be certain of that.



We note that this year nurses are benefiting from wages increases that have been funded by Government as a result of the Aged Care Work Value Case in the FWC. The Government's funding guidelines make clear that EA bargaining is expected to continue in the usual way. The fact that you are receiving wage increases from a different source, therefore, does not justify such low offer in bargaining.

We feel this is no way to reward the hard work and dedication of loyal staff. The ANMF will press for a more considered wage offer over the life of the agreement.

We ask members to begin to consider what you may be willing to do to campaign for improvements. We may need to show our strength in numbers.

Other Items

May Shaw is considering a review of all classifications within the agreement to align with the reviewed Aged Care Award. The ANMF will closely monitor the proposed classifications to ensure members are not disadvantaged.

May Shaw is otherwise only proposing minor conditions changes, such as increasing the amount of annual leave that may be cashed out - to 4 weeks.

May Shaw is yet to respond to the ANMF's claims.

The next bargaining meeting scheduled for **Wednesday 16 April 2025** will look at claims relating to

- Union Delegate rights.
- Right to Disconnect.
- Casual Conversation.
- Higher Duties.

ANMF will seeking your feedback to inform next steps.



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
9 April 2025