



## ANMF EA UPDATE 4

### Christian Homes Tasmania

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) analysis of management's offer indicates the first Enterprise Agreement (EA) wage increase would take effect from 1 July 2025, that this could be as low as 2.5%, and that management is proposing significant changes to how nurses advance through the pay points within each classification that would delay advancement for some nurses.

The first wage increase on offer would not take effect until 1 July 2025 because management says it has already given effect to a wage increase from 1 July 2024.

- We understand management increased wages by 3.75% from 1 July 2024.

Management is proposing changes to the classification structure for nurses that would reduce the number of pay points.

#### **Wages Offer**

Christian Homes Tasmania (CHT) 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 CHT is committing to, these are:

- 2.5% from 1 July 2025.
- 2.5% from 1 July 2026.



The effect of CHT's proposal is that it is only committing to 2.5% each year in bargaining. While it's possible that Annual Wage Review outcomes may be more favourable, we cannot be certain of that.

In relation to interaction with 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 a low offer in bargaining.

- ANMF analysis indicates that while CHT's rates for nurses and general and administrative services staff are well above award, the rates for carers are only approximately 1% above the award rates.

### **Nurse Pay Points**

Currently nurses can advance to higher pay points within each classification, which occurs on an annual basis based on years of service. Management's offer would reduce the overall number of pay points, consistent with recent changes to the *Nurses Award 2020*. The difference in wages between each pay point would generally be greater, but advancement would occur less frequently.

- For Registered Nurse (RN) Level 1, the wage rate would be the same for an RN Level 1 2<sup>nd</sup> Year, RN Level 1 3<sup>rd</sup> year and RN Level 1 4<sup>th</sup> year. There would then be significant increase when the RN advanced to RN Level 1 5<sup>th</sup> year, and then no further advancement.
- Management's proposal could mean some nurses at higher pay points have their wages grandfathered for a period of time.

The ANMF does not support a reduction in the number of pay points available for annual advancement and considers the current proposal would adversely affect some nurses. The award is a minimum standard and it is open to CHT to continue to provide opportunities for pay progression on an annual basis.

### **Conditions Improvements**

As previously reported, we have achieved agreement to a number of conditions improvements, including to parental leave and personal leave.



You can find a detailed summary of negotiations at the link below.

<https://anmftas.org.au/pdf/20250417ChristianHomesDetailedSummaryofNegotiations.pdf>

### **Be ready to tell us your views!**

The ANMF will be seeking your feedback on the offer.

### **Correction to EA Update 3**

On 31 March 2024 we sent out EA Update 3 which misdescribed the offer. Please ignore that update. We apologise for the error.

**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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary

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