



ANMF EA UPDATE 5

Midwifery Group Practice Agreement Offer Accepted – Planning Begins for 2026 Negotiations

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has now formally advised the Tasmanian Health Service (THS) of members' acceptance of the Department of Health's final offer regarding the replacement Caseload Midwifery Agreement.

This follows a statewide survey of Midwifery Group Practice (MGP) members, where **a majority indicated support for the revised offer**. However, acceptance was provided **on the clear understanding** that efforts will now refocus on preparations for the next round of bargaining.

Summary of Accepted Offer

As outlined in the correspondence received from the Department on Friday 4 April 2025, the accepted terms include:

- **Caseload Midwifery Loading**
The 35% all-purpose loading will now apply to **all periods of paid leave**, including sick and personal leave.
- **Meal Break Provisions**
Award entitlements relating to interrupted meal breaks will be **explicitly included in the agreement**, improving enforceability and clarity for members.
- **Salary Increases**
All MGP employees will receive **the wage increases delivered under the *Nurses and Midwives Agreement 2023***.

- **Non-Agreement Matters**

- Work mobile phones to be provided in lieu of personal phone use
- Fleet vehicle access available if a midwife's personal vehicle is damaged during work
- Commitment to implement robust timekeeping systems to monitor maximum hour.

Looking Ahead – 2026 Negotiations

While the above offer has been accepted, the ANMF acknowledges that **key member priorities remain outstanding**, most notably the increase to the caseload midwifery loading beyond 35%.

In line with member feedback, the ANMF will:

- **Engage with MGP members in late 2025** to develop a new Log of Claims (LoC) for the next agreement
- **Prioritise improvements to the caseload loading** and other key entitlements that were not secured in this round
- Continue advocating for conditions that recognise the unique scope and responsibilities of midwives working in the MGP model.

Next Steps

The ANMF will keep members informed of relevant timeframes and opportunities to contribute to the development of the next LoC. Member involvement will be critical to ensuring that future negotiations reflect the needs and experiences of those working within the MGP model of care.

We thank members for their continued engagement and commitment throughout this process.

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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