



ANMF EA UPDATE 5

Aged Care Deloraine

On Monday 12 May 2025 your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) representatives met with Aged Care Deloraine management to progress the drafting of the new Enterprise Agreement (EA) that will include wage increases of at least 3% per annum.

As previously reported, this is an improved wages offer compared to the one management put forward last year, and management is also offering a mentor (buddy) allowance for care workers or service employees who are appointed to act as a mentor to a new employee.

Wages Offer

The wage increases on offer each year formulated as being 'the greater of' a specified percentage increase or the percentage increased decided by the Fair Work Commission in the Annual Wage Review that year.

The offer is:

- From the First Full Pay Period on or After (FFPPOA) 1 July 2025 - 3% or the percentage that the Fair Work Commission decides to increase minimum wages in the Annual Wage Review that year.
- FFPPOA 1 July 2026 - 3% or the Annual Wage Review percentage increase.
- FFPPOA 1 July 2027 - 3% or the Annual Wage Review percentage increase.

We are currently confirming with management whether they also intend to offer an increase on 1 July 2028 within this agreement, as their proposed drafting was unclear on this point.

Work value increases



Please note that these bargained wage increases are separate to the work value increases for nurses and care workers arising from the Aged Care Work Value Case in the Fair Work Commission.

- The most recent period of work value increases took effect for nurses from the first full pay period on or after 1 March 2025.

The Australian Government has published funding guidance that requires employers, including those with Enterprise Agreements, to pass on the work value increases in full. The ANMF has engaged with Aged Care Deloraine around this, however, if you have any concerns with how the work value increases have been applied, please let us know.

Buddy Allowance

The mentor (buddy) allowance would be expressed as an hourly allowance and be set at the rate of \$2.57 from 1 July 2025.

As previously reported, employees acting as a mentor will be encouraged by Aged Care Deloraine to participate in approved Mentor training courses.

Conditions Improvements

Aged Care Deloraine has agreed to a limited range of conditions improvements, including:

- a clause providing for paid lactation breaks and appropriate facilities.
- rosters will provide at least 10 hours between the completion of a shift and the commencement of another shift for any employee except a casual, unless the employer and employee otherwise agree this time to be 8 hours.

Next Steps

Your ANMF representatives are engaging with management on the drafting of the agreement to make sure it is clear and all your entitlements are enforceable.



Please let us know if you have any feedback or questions.

We expect the agreement will be ready to proceed to an all staff ballot in the near future.

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 Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
15 May 2025