

ANMF EA UPDATE 9

Healthscope's Bargaining Offer

Healthscope management has improved its initial wages offer by providing additional 'market adjustments' for Enrolled Nurse (EN) and Registered Nurse (RN) Level 1 classifications, while continuing to pursue changes to 10 hour shift clauses and not moving on safe staffing.

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) representatives are mindful of the fact that there is a limited window to give effect to this offer before members in maternity services are expected to be made redundant.

4.5% Plus Market Adjustments

The market adjustments add 1% each year for ENs and RN Level 1s on top of the previous wages offer of 4.5% each year for all nurse classifications.

The initial offer was:

- 4.5% from the First Full Pay Period on or After (FFPPOA) 1 January 2025. This includes a backpay component.
- 4.5% from FFPPOA 1 January 2026
- 4.5% from FFPPOA 1 January 2027.

With the market adjustments, for ENs and RN Level 1s the wages offer is effectively 5.5% on 1 January 2025, 5.5% on 1 January 2026 and 5.5% on 1 January 2027.

- There would also be a market adjustment of 0.5% each 1 January for Assistants in Nursing (AIN) Year 2s. For AINs Year 2s the offer is effectively 5% on 1 January 2025, 5% on 1 January 2026 and 5% on 1 January 2027.



Management states that the market adjustments are directed towards pay rates where Healthscope is currently less competitive compared to the market.

Conditions Changes

As previously reported, Healthscope has agreed to a number of conditions improvements. These include a change to tea break arrangements that will provide a 10 minute tea break for each four hours worked.

Healthscope has committed to employing a dedicated infection control nurse. However, the ANMF's claims for staff staffing would not otherwise be addressed, despite members identifying this as important and our strong advocacy to date.

You can read a more detailed Summary of Negotiations at the link below:

<https://anmftas.org.au/pdf/20250516ANMFSummaryofNegotiationHealthscopeTasmania.pdf>

Announced Redundancies

Healthscope is expected to close maternity services in August which will involve those staff being made redundant. If nurses and midwives are made redundant prior to the enterprise agreement being approved by the Fair Work Commission, those staff could miss out on the benefits, including the significant backpay on offer (which will be calculated from 1 January 2025).

In light of this, we have raised with management the question of whether, if the offer is supported, it will be possible to give effect to the offer in time for nurses and midwives who will be made redundant as a result of the closure of maternity services to receive the benefits, including the backpay. Fair Work Commission (FWC) approval processes mean there is no guarantee the agreement would be approved in time. Healthscope management is considering its position on this, and at this stage there is no guarantee.

Given this, to maximize the chances of nurses and midwives in maternity services benefiting from the offer, your ANMF Representatives are inclined to recommend that members accept this improved offer.



Member meetings

The ANMF will be seeking your feedback. You can send your feedback to ANMF Southern Organiser Peter McBeath at any time at Peter.McBeath@anmftas.org.au.

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, Acting ANMF Tasmanian Branch Secretary
16 May 2025