

ANMF EA UPDATE 6

Aged Care Deloraine

Further to our update of Thursday 15 May 2025, Aged Care Deloraine management has confirmed that the proposed Enterprise Agreement (EA) will include a wage increase for 1 July 2028.

Since our last update, management has also agreed to the following:

- The dispute resolution clause will make clear that if a dispute is referred to the Fair Work Commission (FWC), the Commission's powers will include the power to arbitrate.
- The paid parental leave clause will specify that the paid parental leave set out in the agreement is in addition to the Government Funded Parental Leave Scheme; and
- The agreement will specify that the wage increases in the agreement are in addition to any increases arising from the Aged Care Work Value Case.

Wages Offer

The wage increases on offer each year are formulated as being 'the greater of' a specified percentage increase or the percentage increase decided by the FWC 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 FWC 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.



- FFPPOA 1 July 2028 - 3% or the Annual Wage Review percentage increase.

We are currently engaging with management as to the nominal expiry date of the agreement, which will need to be a date after 1 July 2028.

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 FWC.

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

Aged Care Deloraine has agreed to include a clause in the agreement acknowledging this.

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 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 will continue to engage with management on the drafting of the agreement to make sure it is clear, and all your entitlements are enforceable.

It should soon be possible for the agreement to proceed to an all-staff ballot.

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

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
20 May 2025