



## ANMF EA UPDATE 6

### Anglicare Tasmania

Since commencing Enterprise Agreement (EA) bargaining your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team has been asking Anglicare management to pass on to all aged care employees the wage increases that have been fully funded by the Government arising from the Aged Care Work Value Case.

Anglicare is proceeding to a ballot of employees on a proposed EA that would provide bargained wage increases of 3% per annum and a new higher pay point for Enrolled Nurses (ENs). But as it currently stands, the EA will not properly reflect the work value increases that have been funded by the Government.

Anglicare is an outlier amongst Tasmanian Aged Home Care providers in not having passed on work value increases to aged care employees. Other providers, such as The District Nurses and Calvary have passed on work value increases, including to nurses.

#### **Background – Funded Wage Increases**

Wages across the aged care sector have generally increased this year as a result of the final stage (Stage 3) of the Aged Care Work Value Case in the Fair Work Commission (FWC), which the Government continues to provide dedicated additional funding for:

- Wages for support workers providing aged care were due to increase from the first full pay period on or after 1 January 2025.
- Wages for nurses providing aged care were due to increase from the first full pay period on or after 1 March 2025.



The Stage 3 increases vary depending on the employee's classification level. The ANMF estimates they would be wage increases ranging up to approximately 4.5%.

The Stage 3 increases follow a 15% interim increase awarded from 1 July 2023.

The Home Care Package subsidy has increased to support Home Care Package providers to meet the increased costs of higher award wages for employees classified by the FWC as 'aged care' employees.

Government guidance makes clear that the funded work value wage increases should be in addition to the increases negotiated in EA bargaining.

### **ANMF Snap Poll**

Do you support the ANMF continuing to press for Anglicare to pass on the funded work value increases to all nurses and support workers who are providing aged care services?

Please urgently complete our snap poll to let us know if you support this. You can complete the snap poll at the below link.

**Snap Poll:** <https://app.smartsheet.com/b/form/0196f6475d8e768da5d7ba20efc9360f>

**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  
22 May 2025