



ANMF EA UPDATE 1

Eskleigh Foundation

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been engaging with Eskleigh management to progress negotiation of the Eskleigh nursing Enterprise Agreement (EA).

The wage increases on offer are a minimum of 3.5% per annum.

Wages offer

The wage increases on offer each year are formulated as being ‘the higher of’ a specified percentage increase or the percentage increase decided by the Fair Work Commission (FWC) in the Annual Wage Review that year.

The offer is:

- From the First Full Pay Period On or After (FFPPOA) 1 July 2025 – 3.5% or the percentage that the Fair Work Commission decides to increase minimum wages in the Annual Wage Review that year;
- FFPPOA 1 July 2026 – 3.5% or the Annual Wage Review percentage increase;
- FFPPOA 1 July 2027 – 3.5% or the Annual Wage Review percentage increase.

Management has stated that it provided nurses with a 3.75% wage increase on 1 July 2024, in line with the 2024 Annual Wage Review decision. Please let us know immediately if that is not the case.

The proposed agreement would have a nominal expiry date of 1 May 2028.



Paid meal breaks

Eskleigh has agreed to paid meal breaks, with the proviso that employees will be required to remain on site for their entire meal break.

The minimum duration of a meal break would remain 30 minutes.

Conditions improvements

Eskleigh has agreed to some conditions improvements as follows:

- In-charge allowance – increased to \$32.81 per shift.
- Afternoon shift penalty rates increased to 15% (nightshift penalty rates remain at 15%).
- Sunday penalty rates increased to 200%.
- Public holiday penalty rates increased to 200%.
- Compassionate leave increase to 5 days for all staff, not just those required to travel interstate.
- A right to disconnect clause.

Next steps

The ANMF is seeking your feedback on this offer.

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
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