

## ANMF EA UPDATE 9

# Healthscope Members Support Offer

89% of respondents to the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF's) member survey indicated they would agree to Healthscope's bargaining offer.

Members have said they want to take the wage increases offered, which range from 4.5% to 5.5% per annum depending on classification level, in the interests of certainty, despite outstanding concerns with 10-hour shift proposals.

At the bargaining table the ANMF has continued to strongly advocate against Healthscope's managements continued pursuit of 10-hour shift clauses that would cut overtime payments for theatre nurses. However, management have proven difficult to move on this issue.

While some members would like to continue the campaign, the majority have weighed up the situation and landed on support for the offer.

The ANMF is guided by the feedback of members and we give effect to your views.

There is a lot of uncertainty surrounding Healthscope's business at this time and the offer comes with a commitment to backpay, including for nurses and midwives being made redundant as a result of the closure of maternity services. This is a further reason that weighs in favour of seeking a timely resolution.

### 4.5% plus market adjustments



In May Healthscope management improved its initial wages offer by providing additional ‘market adjustments’ for Enrolled Nurse (EN) and particular Registered Nurse (RN) Level 1 pay points.

The market adjustments add 1% each year for ENs and RN Level 1.1 to RN Level 1.7 on top of the general wages offer of 4.5% each year for all nurse classifications.

Management’s justification for the pay points chosen is that the market adjustments are directed towards pay rates where Healthscope is currently less competitive compared to the market.

### **How Competitive is the Offer?**

ANMF analysis indicates that under the offer, wages for nurses will generally exceed the Tasmanian Public Sector and at some pay points exceed Calvary Hospital.

The offer will not close the gap with private sector competitors at all pay points, but the wage increases of 4.5% to 5.5% per annum can be expected to significantly reduce the gap over the life of the agreement.

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

You can read an updated Summary of Negotiations, with example wage comparisons, at the link below:

<https://anmftas.org.au/pdf/20250521ANMFSummaryofNegotiations-HealthscopeTas.pdf>.

### **The Cut to Overtime in Theatre**

It remains very disappointing that management is persevering with a cut to overtime payments when 10-hour shifts are worked in theatre.

Under the proposed agreement, nurses in operating theatre working 10-hour shifts would no longer receive 2 hours at double time rates. This entitlement would be removed from the overtime clause as part of making 10-hour shifts more standard.



Your ANMF bargaining team's assessment is that there is little likelihood of being able to resolve this issue in the short term, and that any resolution would likely require sustained industrial campaigning, whereby the benefits of a quick resolution on wages would be lost.

### **Maternity Ward Redundancy Payments Commitment**

Under a commitment secured by the ANMF, if the proposed Enterprise Agreement (EA) has been supported at an employee ballot before 27 August 2025, Healthscope will:

- Provide the backpay contained in the proposed agreement to Maternity Services employees made redundant on or before 27 August 2025 once the proposed Agreement is approved by the Commission.
- Process an adjustment to redundancy payments for Maternity Services employees made redundant (at the rates contained in proposed Agreement) once the proposed Agreement is approved by the Commission.

### **Next steps**

The ANMF expects management to proceed to put the proposed EA to a ballot of all employees in coming weeks.

The ANMF will keep you updated and will encourage all members to participate and have your say in the staff ballot.

Thank you for the feedback you have all provided to date.

**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  
2 June 2025