

## ANMF EA UPDATE 3

### Queen Victoria Care

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is continuing to engage in Enterprise Agreement (EA) bargaining discussions with Queen Victoria Care management; however, management is moving at a snail's pace.

These negotiations are for EA that will replace the:

- *Queen Victoria Home Nursing Enterprise Agreement 2021*; and
- *Queen Victoria Home General Enterprise Agreement 2021*.

Both current agreements have nominal expiry dates of 30 June 2024, meaning replacement agreements are well overdue.

#### **Slow progress**

As previously reported, at the initial bargaining meeting management made a request for staff to identify conditions they would be willing to trade away in return for wage increases.

At the most recent bargaining meeting the ANMF conveyed your strong feedback that you value your employment conditions, will not support cuts to your hard-won conditions, and are not willing to play management's game of nominating conditions to be cut.

We have made clear that we expect Queen Victoria management to put forward a reasonable wages offer, as other aged care providers have in recent negotiations with the ANMF.



## Funded Work Value Wage Increases

Wages across the aged care sector have generally increased this year as a result of Stage 3 of the Aged Care Work Value Case in the Fair Work Commission, 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.

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

Queen Victoria management has informed the ANMF that it passed on the work value increases.

If you have any questions or concerns with how Queen Victoria management applied the work value increases, please let us know as soon as possible.

## Next steps

The next bargaining meeting is scheduled for **Monday 16 June 2025** and we will keep you updated on progress.

If you have any feedback or questions, please speak to your ANMF workplace delegate.

Please be ready to show your support for good bargaining outcomes.

**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

4 June 2025