



ANMF EA UPDATE 6

Glenview Community Service

Last week your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team met with Glenview management for an initial bargaining meeting.

We are negotiating an agreement to replace *the Glenview Community Services Nursing Enterprise Agreement 2020*.

At the first meeting, we ran through the content of the ANMF's Log of Claims (LoC). We expect management to begin to respond to our claims in future meetings.

Annual Wage Review Decision

On 3 June 2025 the Fair Work Commission (FWC) announced its decision in this year's Annual Wage Review.

- The Annual Wage Review is the exercise conducted by the FWC each year for adjusting minimum wages in Australia. The decisions are contingent on a range of economic factors.

This year the FWC decided to increase minimum wages by 3.5% from 1 July 2025.

The Annual Wage Review has a direct bearing if your wages are close to the minimum award rates. This is often the case for care workers, for example.

In our meeting, Glenview management indicated that as a result of the Annual Wage Review decision Glenview would be increasing wage rates for care workers by 3.5% from 1 July 2025.



In contrast, Glenview management's expectation is that nurses negotiate an increase through the Enterprise Agreement (EA) bargaining process.

This makes it important that EA bargaining now proceed in a timely manner for the purposes of delivering a bargained wage increase for nurses.

The ANMF welcomes the 3.5% wage increase for care workers. However, the fact that it is necessary in order for wages for care workers to stay above award indicates how unacceptably low Glenview's wage rates are. To turn this around, the ANMF would like to see EA bargaining for care workers as well as nurses.

As we have previously mentioned, nurses and care workers are also receiving wage increases this year as a result of the Aged Care Work Value Case, which is a separate source of wage increases in the sector and which the Government is providing dedicated funding for.

If you have any feedback or questions regarding the EA bargaining process, please contact your ANMF workplace delegates.

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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