

ANMF EA UPDATE 6

Queen Victoria Care

After the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) passed on your stories about the importance of wage increases through bargaining, Queen Victoria Care management tabled an offer.

There are different offers for Nurses and General Staff:

Nurse wages offer

The following wage increases are offered for Nurses:

- 2.75% from 1 July 2025
- 3.0% from 1 July 2026
- 3.0% from 1 July 2027.

General wages offer

The following wage increases are offered for General Staff:

- 3.5% from 1 July 2025
- 2.75% from 1 July 2026
- 2.75% from 1 July 2027.

3.5% reflects the decision of the Fair Work Commission in this year's Annual Wage Review.

- In the Annual Wage Review, modern award minimum wages in Australia were increased by 3.5% from 1 July 2025.
- Because wages for general staff at Queen Victoria Care are so low, management is required to increase their wages by 3.5% from 1 July 2025 to ensure award compliance.



How do your wages compare?

Queen Victoria Care is one of the lowest paying aged care providers and will remain so under this offer.

Carers are on the minimum award wage.

The ANMF analysis of Queen Victoria Care wage rates for nurse classifications, before this offer, indicates that they are approximately:

- Between 2% and 5% below Glenview Community Services
- Between 7% and 11% below Southern Cross Care Tasmania.

This offer is not expected to close the gap with Glenview Community Services because members there have recently started bargaining in the expectation of a 1 July 2025 wage increase, so Glenview Community Services wages are expected to further increase soon.

Conditions improvements

Management has agreed to a number of conditions improvements.

Afternoon shift penalty

- Management has agreed to increase the afternoon shift penalty rate from 15% to 17.5%, as per the ANMF's claim.
- Management is yet to agree to increase the night shift penalty rate.

Public holiday penalty for nurses

- Management has agreed to increase the public holiday penalty rate for nurses to 250%, to align with General Staff.

This was a priority ANMF claim. Management is yet to agree to any backpay of this arrangement, as sought by ANMF members.



Minimum rest break

Management has agreed to a minimum 10 hour break between shifts. Capacity for the employer and employee to agree to a shorter break would be retained.

Medical evidence for personal leave

Management is proposing to tighten medical evidence expectations for personal leave taken as a single day absence on a Friday, Monday or the day before or after a public holiday.

While we are yet to see the proposed drafting, management has stated that a medical certificate would be required on those days.

Three-year agreements

We are bargaining for two separate agreements to replace the *Queen Victoria Home Nursing Enterprise Agreement 2021* and the *Queen Victoria Home General Enterprise Agreement 2021*.

Management is proposing three-year agreements, with nominal expiry dates of 30 June 2028.

What do we have to decide?

Your ANMF bargaining team will be seeking the views of members as to whether you would like to accept the offer or continue the campaign for improvements.

- This is only management's first offer, and further improvements are possible. However, we also know members are interested in a timely resolution to bargaining.

The views of nurse members will determine whether to accept the proposal for the nurses agreement. The views of carer members will determine whether to accept the proposal for the general agreement.

What happens if we accept the offer?

If members choose to accept the offer, your ANMF bargaining team will engage with management on the drafting to give effect to the enterprise agreements, and make sure they are enforceable. Once drafted, an enterprise agreement must be submitted to the Fair Work Commission (Commission) for approval. It usually takes the Commission around a month to approve an agreement.



What happens if we accept the reject the offer?

If members choose to reject the offer and continue the campaign for improvements, the ANMF will do two things:

- Go back to the bargaining table and put forward the improvements that you would like to seek
- Develop campaign activities that members will need to undertake together to continue to show management that we are strong and united in our push for improvements. Sharing your personal stories was a great start to this type of activity.

Please attend an ANMF member meeting with ANMF Organiser Avril Cooper on **Friday 11th July 2025 @ 1030hrs** (pending confirmation from QVC management, once confirmed, the ANMF will send out a flyer and SMS notification) in the staff room.

In the interim, If you have any feedback or questions, please speak to your ANMF Workplace Delegate, Julieanne Wicks.

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 Acting Tasmanian Branch Secretary
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