

ANMF EA UPDATE 7

Queen Victoria Care

After considering the offers put forward by Queen Victoria Care management, a majority of respondents in our Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) member survey have voted to reject the offers and continue the campaign for improvements.

- This applies to both the vote of nurse members on the offer for the nurses agreement and the vote of care worker members on the offer for the general agreement.

Advocating for Improvements

At this week's bargaining meeting, your ANMF bargaining team informed management that outcomes of the member ballots indicate members are seeking improved wages offers and greater compensation for the delays in bargaining.

Management is yet to agree to back-dating of the improved public holiday penalty rate for nurses.

Management put forward a proposal on the night shift penalty rate which would be linked to mechanism to manage 'excessive' leave balances.

The night shift penalty rate is currently 17.5%. Management said they would agree to increase this to 20% if staff agreed to a clause that would permit management to respond to excessive leave balances. Management is going to send us a proposed clause which we will carefully consider.

Enrolled Nurse Pay Points

The nurses agreement provides for nurses at each classification level to progress through a number of pay points on an annual basis.



ANMF analysis indicates that there is currently little meaningful progression for Enrolled Nurses (ENs) because the pay points in the current agreement are too close together. It appears that the pay points have compressed over time, including by reason of the Aged Care Work Value increases.

Management indicated it was willing to engage with the ANMF further on solutions for this.

Next Steps

Our collective efforts are yielding good results, and the campaign continues. We will continue to seek your support, while advocating strongly at the bargaining table for a timely resolution.

Your ANMF Organiser, Avril Cooper, has scheduled a meeting on **Mon 21 July 2025 at 1030hrs** in the staff room to provide an Enterprise Agreement (EA) update and to discuss any current issues/concerns. Please do not hesitate to contact Avril on 0439 635 135 or via email: Avril.Cooper@anmftas.org.au

In the interim, if you have any feedback or questions, please speak to your ANMF workplace delegate.

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

14 July 2025