



ANMF EA UPDATE 6

The District Nurses

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Workplace Delegates have written to District Nurses management to express concern with delays in bargaining.

There has been progress on small number of issues, but significant items are yet to be discussed such as:

- Wages offer
- Team leader classifications
- Recognition of Enrolled Nurses (ENs).

Impact of the delays

For some members, it is coming up to two years since your last wage increase. While we are seeking backpay, every day of delay means you are disadvantaged by not having that money in your bank accounts (where it could be compounding or offsetting your interest repayments).

The District Nurses passed on work value wage increases to employees, other than Team Leaders, this year. However, your last bargained wage increase was August 2023 and wages at The District Nurses are becoming much less competitive compared to other employers in the sector.

- Government guidance makes clear that aged care providers are expected to pass on the Aged Care Work Value increases in addition to engaging in enterprise bargaining.

To the extent that improvements have been agreed at the bargaining table, such as the increase on the On-Call allowance, the delays mean you are unable to access the updated conditions.

Snail's pace bargaining

Recently management has put forward a number of largely technical conditions changes. In the last meeting management put forward changes to clauses dealing with travel expenses, only to later state that the clause had 'pretty much zero usage'. We need to shift the focus to more substantive issues.



At the last meeting management said it would engage with your ANMF workplace delegates to find a suitable time for a subsequent meeting. At this time, we still do not have a bargaining meeting scheduled.

Next steps

We have sought that management agree to discuss the following items before the end of this month:

- Wages offer
- Team leader classifications
- Recognition of ENs.

We have given management a deadline of this Thursday 17 July 2025 for responding. We will keep you updated and be seeking your support to show we are strong and united. Please provide us with your feedback and be ready to discuss options to show support.

It's the strength of our membership that will allow us to achieve progress at the bargaining table.

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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