

ANMF EA UPDATE 7

Christian Homes Tasmania

Vote from 5 to 6 August 2025

Christian Homes Tasmania (CHT) management is proceeding with a quick vote on a proposed Enterprise Agreement (EA), in which the first wage increase would be from 1 July 2026.

As previously reported, CHT has applied a general 3.5% wage increase from the First Full Pay Period on or After (FFPPA) 1 July 2025. CHT decided to apply this increase outside of bargaining, and it is not dependent on staff voting to endorse the EA.

The proposed agreement is not as good as it could be because it includes a reduction in the number of nurse pay points.

According to Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) analysis, those at the Registered Nurse (RN) Level 1 who have reached the top pay point miss out on the 3.5% wage increase this year due to the approach Christian Homes management is taking to the pay points. Wages of these experienced RN Level 1's are 'grandfathered' for a period of time.

Given the reduction in pay points, the ANMF does not endorse the agreement and considers it could be improved.

Link to Annual Wage Review Decisions

As previously reported, CHT is taking the approach of expressing its EA bargaining wages offer as being a certain percentage each year or the Annual Wage Review increase, whichever is greater.



- The Annual Wage Review is the exercise conducted by the Fair Work Commission (FWC) each year for adjusting minimum wages in Australia. This year the FWC decided to increase minimum wages by 3.5% from 1 July 2025.

This had meant that according to management's formulation, the wage increase on offer for 1 July 2025 was 3.5%. However, management has recently revealed that it has paid this increase outside of bargaining.

The future percentage increase specified in the enterprise agreement is 2.5% from 1 July 2026. The amount of this increase could end up being higher, depending on the decision of the FWC in next year's Annual Wage Review.

Summary of negotiations

There are some conditions improvements on offer. You can read a detailed summary of negotiations at the link below: <https://anmftas.org.au/pdf/20250804ANMFSummaryofNegotiationsChristianHomesTasmania.pdf>.

Reduction in the number of Pay Points

In our snap poll, members indicated they did not support the proposed changes to classification structures. However, management has continued to indicate it will test support for the offer in an all staff ballot.

How to Vote

Online Vote starts **0900hrs on Tuesday 5th of August 2025** and closes at **0900hrs on Thursday 7th of August 2025**.

The vote is being conducted by Go Vote according to this tight timeline. Go Vote is a voting company engaged by CHT management.

We strongly encourage all members to vote.



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 Emily Shepherd, ANMF Tasmanian Branch Secretary

4 August 2025