

ANMF EA UPDATE 8

Queen Victoria Care Nurses Enterprise Agreement

Queen Victoria Care (QVC) management is yet to improve its 2.75% wage offer for nurses, while several other aged care providers the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is negotiating with have increased wages for nurses by 3.5% from this July.

- Local providers to have increased nurse wages by 3.5% from 1 July 2025 include Anglicare, May Shaw and Christian Homes.

Your ANMF bargaining team has continued to advocate strongly at the bargaining table after a majority of respondents in our ANMF member survey voted to reject the initial offer put forward by QVC management.

Based on member feedback we are seeking improvements to the wages offer for the Nurses Agreement and the offer for the General Agreement.

Casual and Part-time Minimum Engagement – Remote Work

Management has proposed to reduce casual and part-time employment minimum engagement periods, in circumstances where the employee is ‘participating remotely in team meetings or training’.

The proposed clauses would provide these employees to work for a minimum of one hour when participating remotely in Teams meetings or training.

We have sent QVC management some questions as to the background and reasoning behind this proposal and will seek member views once we have more information.

Night Shift Penalty Rate

The night shift penalty rate is currently 17.5%. As previously reported, 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.

We have carefully reviewed the proposed clause regarding excessive leave balances. The proposed clause is similar to that in the Nurses Award 2020.

It would apply to an employee with an annual leave accrual of more than 8 weeks (or 10 weeks for a shift worker) and include the following safeguards:

- Require discussions to genuinely try to reach agreement.
- A direction to take leave could not result in the employee's annual leave balance being less than 6 weeks; and,
- A direction could not require the employee to take annual leave less than 8 weeks, or more than 12 months, after the direction is given.

After reviewing the clause, we have indicated to management that we are agreeable to this proposal, in return for the increase to the night shift penalty rate.

Please stay tuned for further updates.

If you have feedback, 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 Emily Shepherd, ANMF Tasmanian Branch Secretary
6 August 2025