

ANMF EA UPDATE 9

The District Nurses

District Nurses management has tabled a revised offer that includes a backpay component but would continue to include Enrolled Nurse (EN) wage rates 6% below May Shaw and Registered Nurse (RN) Level 2 wage rates 10% below Southern Cross Care.

There is no movement from the first offer in terms of the wage rates from commencement of the agreement, however there is a revised offer of a 3% wage increase for all nurse classifications with effect from 1 January 2025, which will come in the form of backpay.

Management's Revised Offer

The offer is as follows:

3% wage increase for all nurse classifications with effect from 1 January 2025, which will come in the form of backpay.

Wage rates from commencement of the agreement would be the same as the wage rates proposed in the previous offer. As previously reported, these reflect wage increases that are mostly 6% increases to current rates. However, the percentage increases vary significantly depending on classification level and are more for RN Clinical Case Managers (CCM) and Team Leaders, and less for EN CCM.

Management is still yet to table an offer for nurses classified as RN Level 3, RN Level 4 and RN Level 5.

You can read a more detailed Summary of Negotiations at the link below:

<https://anmftas.org.au/pdf/20250812ANMFSummaryofNegotiationsTheDistrictNurses.pdf>.

We are Advocating Strongly

Feedback collected by your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) workplace delegates is that the following matters are of significance and in need of improvement for the offer to be acceptable:

1. The overall wage rate offer needs to be significantly increased.
2. The proposed 3% increase from 1 January 2025, which will come in the form of backpay, needs to be in line with the Fair Work Commission's (FWC's) decision in the Annual Wage Review decision that year, which was 3.75%.
3. Consistent with our Log of Claims (LoC), ENs deserve a special uplift. The wage relativity between 'Road EN's' and 'EN Clinical Case Managers' needs to be closer to a 7% difference and not upwards of 22%.

We have also continued to question why work value increases appear not to have been fully passed on, including to Team Leaders.

In relation to the above we are seeking members views on the current management offer and the proposed identified improvements as worked out with Delegates, we are seeking members views via the following survey.

Complete the Survey

Please complete our quick survey at the link below:

<https://app.smartsheet.com/b/form/bb3ebaa73940444ea73e008c55b0b276>.

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
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