

ANMF EA UPDATE 10

The District Nurses

After the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) applied to the Fair Work Commission (FWC) for a Protected Action Ballot (PAB), The District Nurses (TDN) management has promptly enhanced its wages offer, addressing the aspects identified by members as requiring improvement.

This week TDN tabled a revised offer which includes:

- More backpay.
- Consistent with our Log of Claims (LoC), as special uplift for 'Enrolled Nurses (ENs) on the road'.
- Greater percentage wage increases for:
 - Registered Nurses (RNs) on the road - of 7%.
 - EN Clinical Case Managers (CCM)- of 6.3% to 7.2%.



We will be seeking member feedback on this offer on an urgent basis. As a sign of good faith, and as members consider the offer, the ANMF will be withdrawing our PAB application.

Backpay and Date of Effect

The backpay component would be expressed in the form of 3.75% of salary from 1 January 2025. This is an improvement on the previous offer, which was 3%.

As per the previous offer, this backpay amount does not impact the wage rates proposed in the new agreement.



The ANMF further sought that the proposed new wage rates take effect from 1 September 2025. This relates to the proposed wage rates that give effect to wage increases ranging from 6.3% and upwards and which management had said would have effect 'from commencement of the agreement'. Management has agreed to these taking effect from 1 September 2025.

Management has further stated that the agreement will be operationalized from 1 September 2025.

Percentage Wage Increases

The following percentage wage increases represent improvements from the previous offer, and would now take effect from 1 September 2025:

- EN on the road pay point 1 - 20.7%.
- EN on the road pay point 2 - 15.9%.
- EN CCM pay point 1 - 7.2%.
- EN CCM pay point 2 - 6.3%.
- RN on the road – 7%.

You can read a detailed summary of negotiations, including the proposed wages table at the link below.

Summary of Negotiations:

<https://anmftas.org.au/pdf/20250821ANMFSummaryofNegotiationsTheDistrictNurses.pdf>

Nurse Manager Classifications

The offer now includes proposed wage rates for RN Level 3, which will be given the new TDN classification title of Level 5 Registered Nurse.



Maintaining the Benefit of October Work Value Increases

The ANMF is mindful that further work value wage increases are due for nurses in October 2025. These are the increases arising from the Aged Care Work Value Case in the FWC and which are being funded by the Commonwealth Government.

The ANMF has sought, and management has agreed, that when it comes to applying these increases, nurses will not be disadvantaged by the fact the proposed agreement will not have been approved by the FWC at the time of the work value increases being applied.

The ANMF considers this important because of the changes to classifications and pay points proposed by management.

Next Steps

The ANMF will be surveying members this week as to whether you would like to accept this offer.

If members vote to accept the offer, your ANMF bargaining team will indicate to TDN management that we have 'in-principle' agreement.

In principle agreement means agreement subject to us working through drafting details.

Please look out for our survey and speak to your ANMF workplace delegates if you have questions.

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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