

ANMF EA UPDATE 9

Meercroft Care Inc

Enterprise Bargaining Update

The Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) has received confirmation that Meercroft Care Inc. (**Meercroft** or your **employer**) has completed its latest payroll audit (with a larger sample size) and is now able to confirm its *Wages, Allowances & Personal Leave Offer*.

Wages & Allowances Offer

Yesterday, Meercroft presented its wage offer for the new Enterprise Agreement (**EA**), as follows:

- 3% wage increase from the first full pay period commencing on or after 1 July 2023.
- 3% wage increase from the first full pay period commencing on or after 1 July 2024.
- 3% wage increase from the first full pay period commencing on or after Tuesday 1 July 2025.

It is proposed that allowances will increase in line with the above quantum and timing.

Your employer has justified its offer by referencing the current economic viability of the organisation, asserting that they are not able to move from these rates (originally offered in earlier negotiations).

Meercroft have also offered a Wednesday 1 July 2026 3% wage increase, based on a 4-year Agreement.

Personal/Carer's Leave



To sweeten the wage offer deal, your employer has agreed to increase the number of personal leave days [for employees employed after *1 March 2011*] from ten (10) days per year to **fifteen (15) days** per year for full time employees (pro rata for part time employees). For those employees employed prior to this date, you will continue to retain the existing entitlements (twenty (20) days for full time employees (pro rata for part time employees)).

Input Sought

Given the passage of time since we commenced negotiation and taking into consideration the issues faced at Meercroft (including the recent payroll audit), we are seeking your input to help guide us in pay negotiation.

Please complete our quick snap poll below – **do you accept or reject Meercroft’s 3% wage increases over 4 years?**

Snap Poll: <https://app.smartsheet.com/b/form/0198cf590eda7dbb96c05fdc3840dc0e>

Please reach out to a member of your ANMF bargaining team with any questions or concerns

ANMF Negotiating Team – Meercroft Care Inc.

Terrina Planincic (Industrial Officer) – Terrina.Planincic@anmftas.org.au

Nicki Hood (Organiser) – Nicki.Hood@anmftas.org.au

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
21 August 2025