

ANMF EA UPDATE 7

Anglicare Tasmania Inc. September 2025

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team is continuing to engage with Anglicare management to finalise the Anglicare Tasmania Inc. Enterprise Bargaining Agreement 2025.

Although we understand Anglicare management has already provided all staff a wage increase, there would be benefits in having the agreement in place.

- Enrolled Nurse (EN) employees who are currently at the top pay point and have the relevant years of service will progress to a new higher pay point from commencement of the agreement.

Having the agreement in place would also provide certainty as to other conditions of employment.

We have requested that management proceed to an all-staff ballot on the agreement without further delays and will keep you updated on progress.

Recent Background

On 19 May 2025 Anglicare opened up an Access Period, the precursor to a formal all-staff vote on the agreement.

Anglicare subsequently cancelled the Access Period.

When 1 July 2025 came around, Anglicare stated that it was providing all staff with a 3.5% wage increase outside of bargaining.



You therefore should have received a 3.5% wage increase from the first full pay period on or after 1 July 2025. If you did not receive such a wage increase, please let us know immediately.

Work Value Wage Increases

The ANMF is continuing to press Anglicare management to pass on work value wage increases to nurses.

Wage increases arising from the Aged Care Work Value Case in the Fair Work Commission have been fully funded by Government and are supposed to be passed on to all aged care nurses.

- In our recent snap poll, 100% of respondents supported the ANMF seeking to ensure that Anglicare passed on the work value increases, including to nurses.

The ANMF will continue to advocate for this, and is engaging with the Department of Health, Disability and Aging on this issue.

You can read more about the work value increases on this Australian Government website:

<https://www.health.gov.au/topics/aged-care-workforce/what-were-doing/better-and-fairer-wages>

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
2 September 2025