



SUMMARY OF NEGOTIATIONS

The District Nurses Wages Offer

After we reached in-principle agreement on Monday 25 August 2025, The District Nurses (TDN) management is proceeding to an all-staff ballot on the proposed agreement and will commence paying the new rates if a majority approve the agreement in the all-staff ballot.

The proposed agreement includes significant improvements achieved by Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) members through our campaign:

- Backpay in the form of 3.75% of salary from 1 January 2025.
- Consistent with our Log of Claims (LoC), as special uplift for ‘ENs on the road’.
- Greater percentage wage increases for:
 - ‘RNs on the road’ - of at least 7%.
 - Enrolled Nurses (EN) Clinical Case Managers - of 6.3% to 7.2%.

Here is the wages table showing the rates proposed:

TDN Proposed Classification	Current Roles	Current Rate	Proposed Rate (Sept)	% Increase
Level 1 Enrolled Nurse Pay Point 1	None		\$33.17	
Level 1 Enrolled Nurse Pay Point 2	None		\$35.09	
Level 1 Enrolled Nurse Pay Point 1	Road ENs	\$35.72	\$43.11	20.70%
Level 1 Enrolled Nurse Pay Point 2	Road ENs	\$39.35	\$45.62	15.90%



Level 2 Enrolled Nurse Pay Point 1	EN Clinical Case Managers	\$45.04	\$48.28	7.20%
Level 2 Enrolled Nurse Pay Point 2	EN Clinical Case Managers	\$48.05	\$51.09	6.30%
Level 1 Registered Nurse Pay Point 1	None		\$44.51	
Level 1 Registered Nurse Pay Point 2	None		\$48.86	
Level 2 Registered Nurse Pay Point 1	Road RNs	\$49.53	\$53.00	7.00%
Level 2 Registered Nurse Pay Point 2	Road RNs	\$52.11	\$55.76	7.00%
Level 3 Registered Nurse Pay Point 1	RN Clinical Case Managers	\$52.11	\$57.12	9.60%
Level 3 Registered Nurse Pay Point 2	RN Clinical Case Managers	\$55.51	\$59.12	6.50%
Level 4 Registered Nurse Pay Point 1	NCCC, CDN	\$53.81	\$59.12	9.90%
Level 4 Registered Nurse Pay Point 2	NCCC, CDN	\$55.51	\$61.00	9.90%
Level 5 Registered Nurse Pay Point 1	Nurse Manager	\$58.56	\$63.00	7.60%
Level 5 Registered Nurse Pay Point 2	Nurse Manager	\$60.02	\$66.00	10.00%

Backpay

The backpay component would be expressed in the form of 3.75% of wages for all nurse classifications for the period from Wednesday 1 January 2025. As previously reported, this backpay amount does not impact the wage rates proposed in the new agreement.

Wage Increases in 2026 and 2027

The offer for future years is:

- 3% from 1 July 2026, or that percentage increase in the Annual Wage Review that year, if higher; and,
- And 3% from 1 July 2027, or that percentage increase in the Annual Wage Review that year, if higher.

Management's proposal would involve generally reducing the number of pay points within each classification, to move to two pay points within each classification. This would generally be achieved by retaining the higher pay points within each classification.

Progression through the pay points will be as follows:

- Completion of 3 years of service at your current pay point (or completion of 5472 hours of work for a part-time or casual nurse).

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

Date of Effect

Management has agreed to the new proposed wage rates taking effect from the first full pay period after 1 September 2025.

Management has further stated that the agreement will be operationalised after a majority of employees vote to support the agreement in the all-staff ballot.

Recognition of Team Leaders

Team Leaders are currently classified within RN Level 2 and paid at rates sitting a little above the top of the range for RN Level 2s.

Management proposes to recognise Team Leaders as a distinct classification, and this is reflected in the wages offer.

The ANMF has identified that Team Leaders perform many of the duties of a Clinical Nurse Consultant (CNC), however management has refused to accept that they should be reclassified.



Recognition of Clinical Case Managers

Management proposes to recognise Clinical Case Managers as a distinct classification, and this is reflected in the proposed wages offer.

- Clinical Case Manager ENs and Clinical Case Manager RNs are currently on ‘above agreement’ wage rates.

Pay points for Clinical Case Manager ENs and Clinical Case Manager RNs would be incorporated into the wages table. Certain percentage wage increases would be applied to these pay points from commencement.

Introductory Level EN

Management has insisted on including an introductory level for EN – EN Level 1. This will apply to ENs with limited community sector experience.

Nominal Expiry Date

Our in-principle agreement reached in August was premised on a ‘3 year agreement’. Although we would have preferred an earlier nominal expiry date for this agreement, management has insisted on a nominal expiry date of **30 September 2028**.

Conditions Improvements

Since commencing bargaining in September last year, we have achieved the following at the bargaining table.

Paid Time for Mandatory Training

Management has agreed to a clause that will provide:

- Mandatory training to be scheduled within an employees agreed hours of work where possible; and,
- Training undertaken outside of an employee’s agreed hours of work to be paid in accordance with the terms of agreement.

On-Call Allowance

The On-Call Allowance will increase to \$50 for Monday to Friday and \$100 for Saturdays, Sundays and Public Holidays.



Remote Call Allowance

The Remote Call Allowance will be increased to \$9 Monday to Friday and \$12 Saturday, Sunday and Public Holidays. On each occasion an employee is required to attend to a phone call, the employee will be paid a minimum payment of 30 minutes at the appropriate overtime rate.

Management is currently reviewing the definition of remote call allowance.

Higher Duties Allowance

Management agreed to improve access to the higher duties allowance. Higher duties allowance currently applies if an employee performs higher duties for a period of four or more working days in a fortnight/pay period. Management agreed to reduce the qualifying period to three days.

Compassionate Leave

Management agreed to increase the compassionate leave to 5 days per occasion. Management did not agree to the ANMF's claim for a greater entitlement in instances where interstate travel is required.

Casual Minimum Engagement

Management agreed to increase the minimum a casual will be paid per engagement. The agreement currently states that a casual will be paid a minimum of 2 hours per engagement. This will be increased to 4 hours. The ANMF welcomes this change.

Buddy Allowance

Management agrees in principle that the buddy allowance should apply to nurses buddying new employees during their orientation period. This clause is subject to drafting.

Purchased Leave

Management agrees in principle to provide for purchased leave. This clause is subject to drafting.

In-Charge Allowance

On 7 August 2025 management tabled a proposal for an In-Charge Allowance. This would apply to a RN who is formally designation as responsible for an individual shift, and we are currently considering this proposal.



Management's Change Regarding Notice of Resignation

Management is increasing the required notice of termination for employees with more than three years of service.

The period of notice provided by the employee would increase based on years of service in the same way that notice of termination by the employer increases. This would mean:

- An employee with more than three years of service, but less than five years of service would be required to provide 3 weeks' notice of termination; and,
- An employee with more than five years of service would be required to provide 4 weeks' notice of termination.

The ANMF did not support this particular change.

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
25 September 2025