

## ANMF EA UPDATE 4

### May Shaw Health Centre

At the enterprise bargaining meeting this week, May Shaw management tabled a wages offer.

This is in the context where, as previously reported, May Shaw management has already paid a 3.5% wage increase in July 2025, outside of Enterprise Agreement (EA) bargaining.

#### **Wages offer**

##### *Annual wage increases*

The offer would provide wage increases from 1 July 2026 and 1 July 2027.

These wage increases would be expressed as 2% or the increase applied by the Fair Work Commission to the relevant award that year in the Annual Wage Review (whichever is greater).

- The Annual Wage review is the exercise conducted by the Fair Work Commission to adjust minimum wages in Australia with effect from 1 July each year.

This means you would be guaranteed to receive a wage increase of at least 2% from 1 July 2026 and 1 July 2027. The amount of these increases could be higher, depending on decisions of the Fair Work Commission in upcoming Annual Wage Reviews.

##### *Adjustments to some Enrolled Nurse pay points*

The current agreement contains seven pay points for Enrolled Nurses (ENs). May Shaw Management propose to remove current EN pay points 4 and 5. This will have the advantage of allowing ENs to move more quickly to the higher pay points (current pay points 6 and 7). Current pay points 6 and 7 will become new pay points 4 and 5.

May Shaw management also propose to provide an immediate increase to the wage rates for EN pay points 2 and 3. This is because of anomalies that have arisen after the recent work value increases have been applied.



To provide a gap between EN pay point 1 and the next pay points, the wage rate for EN pay point 2 and 3 will increase from \$36.27 an hour to \$37.00 an hour.

#### *Adjustments to some general and administrative staff pay points*

The offer also includes immediate adjustments to wage rates of certain aged care general pay points.

- These are the pay points that do not apply to direct care employees.

The reason management has given for this is that the employees in these classifications have not benefited significantly from the Aged Care Work Value Case.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) analysis indicates that the additional increases would amount to 5% for Aged Care General Level 3. Management has stated this is the level with the greatest number of employees.

#### *Nominal expiry date*

Management propose that the agreement have a nominal expiry date expressed as being two years from the date of operation specified by the Fair Work Commission when it approves the agreement. This could be expected to be late 2027.

#### *Upcoming work value increases*

May Shaw management has also indicated it continues to be committed to passing on Government funding for aged care work value wage increases, in addition to the bargained wage increases outlined above.

The next Government funded wage increase from the Aged Care Work Value Case is due in October 2025 for nurses and other direct care employees. May Shaw has indicated it is committed to fully passing this on.

### **Other items discussed this week**

#### *Care minutes and workload*

Management is yet to agree to the ANMF's claims in relation to care minutes and workload.

The ANMF has been seeking:

- A commitment in the agreement to meet the Government's care minute targets



- Visibility of care minutes clearly displayed on the roster each day and available to members; and
- A committee to meet regularly to review workloads and ensure safe staffing is maintained.

#### *Infectious diseases leave*

Management proposes to limit access to infectious diseases leave for each employee to one instance per year.

#### **Seeking your feedback**

The ANMF will be seeking your feedback on the above items and whether you consider the offer to be acceptable.

Please look out for workplace meetings at your site.

If you have any questions or comments, please speak to your ANMF Workplace Delegate.

**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.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
26 September 2025