

ANMF EA UPDATE 8

Anglicare Tasmania Inc.

Access Period

A conclusion to Enterprise Agreement (EA) bargaining is in sight, with Anglicare proceeding to a ballot of employees on the proposed EA.

Wages Offer

The wage increases on offer each year are formulated as being ‘the greater of’ a specified percentage increase or the percentage increase decided by the Fair Work Commission (FWC) in the Annual Wage Review that year.

The offer is:

- From the First Full Pay Period On or After (FFPPOA) Wednesday 1 July 2026 - 3% or the percentage that the FWC decides to increase minimum wages in the Annual Wage Review that year.
- FFPPOA 1 July 2027 - 3% or the Annual Wage Review percentage increase.

Pay points

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team proposed that the new EA include new higher pay points for Enrolled Nurses (ENs) and the existing Registered Nurse (RN) classification level (Level 2). Management’s offer incorporates:

- A new pay point for ENs set at 2.5% above the current top of the range for ENs; and,
- Inclusion of a classification of RN Level 3 in the agreement.

This represents a good win for ENs. The new top pay point for an EN will be set at \$49.54 an hour from commencement of the agreement.



However, we do not expect many RNs would benefit from the proposed new classification level, as Level 2 nurses would need to be promoted to attain it.

Funded work value increases

The ANMF continues to seek that Anglicare pass on additional wage increases to nurses and support workers as a result of the Commonwealth Government's funding response to the FWC work value decision. Government guidance makes clear these increases are intended to be in addition to wage increases negotiated through EA bargaining.

Employee Ballot

Anglicare management is putting the proposed agreement to an all-staff ballot according to the following timetable:

- Voting opens **1201hrs AEST Wednesday 8 October 2025.**
- Voting closes **1159hrs AEST Monday 20 October 2025.**

Anglicare has engaged GoVote to conduct an electronic vote.

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
30 September 2025