



ANMF EA UPDATE 3

Southern Cross Care Tasmania

Log of Claims Presented

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Southern Cross Care Tasmania (SCCT) to continue the negotiations for the Enterprise Agreement (EA). During this meeting all parties in attendance presented their Log of Claims (LoC).

The ANMF's LoC was developed in consultation with members. It encompasses issues that have been raised by members such as wages, leave entitlement and allowances.

SCCT management has put forward an extensive LoC. SCCT management are making a number of concerning proposals, including those outlined below.

The ANMF Response to LoC

Date of Wage Increases

Your last bargained wage increase was on Sunday 1 December 2024. You therefore have a reasonable expectation of a wage increase by Monday 1 December 2025.

SCCT management have declared an intention to implement a transition to 1 July wage increases, without giving any detail as to how this will be achieved.

The ANMF will be pressing for the best possible, timely, wages outcomes.

Cultural Leave

The ANMF has flagged the proposed Cultural Leave Clause in the SCCT LoC as it increases the notice required to apply for leave from two (2) to four (4) weeks.



There is also included in the LoC concerning language around the ability to deny cultural leave by management that the ANMF would like to see clarified.

Personal/Carers Leave

This clause inserts the stipulation that personal/carers leave taken without providing evidence may only be taken in **single, non-consecutive** days.

The ANMF will petition for this to be removed.

The Next Steps

The ANMF will be holding member meeting in the following week for members to ask questions and raise any issues that they have.

The next EA meeting is scheduled for **Thursday 16 October 2025**.

If you would like to get involved in the bargaining process, or would like to become a workplace delegate, please speak with an organiser at these meetings or, alternatively contact Ben.Naismith@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
3 October 2025