

ANMF EA UPDATE 8

Glenview Community Services Offer for Nurses Agreement

Glenview management has tabled a wages offer for the *Glenview Community Services Nursing Enterprise Agreement* and stated that, according to this offer, nurses would not separately receive the October 2025 work value wage increase.

There is complexity because the offer includes wage increases that differ depending on your classification level, as do the October 2025 work value wage increases.

Glenview management is looking to move quickly with this offer.

Wages increase effective from Tuesday 1 July 2025

The offer is generally 4% from 1 July 2025.

The offer would provide greater wage increases to classifications that received little or nothing from the March 2025 work value increases. This would be addressed by providing Registered Nurses (RNs) at some pay points larger increases from 1 July 2025:

- RN Level 1 pay point 6, 1 July 2025 increase of 4.7%.
- RN Level 1 pay point 7, 1 July 2025 increase of 5.0%.
- RN Level 1 pay point 8, 1 July 2025 increase of 5.5%.
- RN Level 2 pay point 2, 1 July 2025 increase of 5.0%.
- RN Level 2 pay point 3, 1 July 2025 increase of 5.5%.

Information provided by Glenview management indicates the majority of RNs are at pay point 5 or above. This is broadly consistent with responses to our recent Snap Poll.



Back pay would be provided to cover the period from 1 July 2025.

Year 2 and 3 of agreement

In future years the offer is:

- 4% from 1 July 2026; and
- 4% from 1 July 2027.

Timeline to give effect to offer

Management has stated it is willing to pass on 1 July 2025 wage increases once staff vote to endorse the offer, without waiting for the Fair Work Commission (FWC) to approve the agreement.

- FWC approval usually takes over a month to arrange, so this is a significant benefit.

Management has said it will look to proceed to a ballot as soon as possible, if nurses are comfortable with the offer.

Interaction with work value increases

Wages in aged care are increasing as a result of the *Aged Care Work Value Case* in the FWC. These wage increases are being fully funded by the Commonwealth Government.

The next instalment of work value wage increases for nurses and carers is due from the first full pay period after Wednesday 1 October 2025. The increases vary depending on your classification but average around 3.5% for most included classifications.

Glenview management has stated that the offer ‘incorporates’ the October 2025 work value increase. In response to questions from the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF), Glenview management has stated that you would not separately receive the October 2025 work value increase.

Members need to consider whether you believe the offer to be sufficient, overall, to compensate for not separately receiving the October 2025 work value increase.



Employees at a large number of pay points could expect to receive greater wage increases by bargaining for, say, a 3% wage increase, plus the October 2025 work value wage increase.

However, the following benefits of the offer warrant consideration:

- If Glenview were to apply the October 2025 work value increases in the same manner that it applied to the March 2025 increases, employees at certain pay points could again miss out (e.g. RN Level 1 top pay points). The offer can therefore be seen as significantly more generous for these employees.
- A majority of RNs can be expected to move to these pay points in coming years.
- Backpay on the offer is also on the table, compared to the first full pay period on or after 1 October 2025 for the work value increases taking effect.

A further work value increase for nurses is due in August 2026. Glenview management states it has not decided whether it would provide nurses with the August 2026 work value increase in addition to this offer. The ANMF expects to maintain the position that Glenview must provide you with the August 2026 work value increase in addition to this bargaining offer.

Post graduate allowance

Postgraduate allowance

Management is agreeable to including a postgraduate allowance – for qualifications relevant to your work. This would recognise particular fields – i.e. Dementia Care and Gerontology. It would not apply to undergraduate degrees. The proposed rates would be:

- Graduate certificate 4%
- Postgraduate diploma or degree 6.5%.
- Masters/doctorate degree 7%.

In-charge allowance

Management is offering to increase the in-charge allowance to \$30.

Items still being discussed

Value of nauseous allowance



Management is still considering its position in relation to the ANMF's claim for an allowance for nurses who are required to handle nauseous linen. Management is gathering information as to how frequently this occurs.

Workload

Management is yet to agree to the ANMF's proposed clauses to help manage workload.

Seeking your feedback

The ANMF will be engaging with members to seek your feedback.

If you have any immediate questions, 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.

Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary
8 October 2025