



ANMF EA UPDATE

Healthscope

Proposed Changes to Enterprise Agreement 2025

What Does This Mean?

The Australian Nursing and Midwifery Tasmanian Branch (ANMF) writes in response to the intended changes to the *Healthscope-Tasmania-Nurses-Enterprise Agreement 2025*.

In order to avoid the consequences of their financial mismanagement, Healthscope are proposing to transition into a Not-for-Profit entity thus avoiding paying Fringe Benefit Tax (FBT). As part of this proposal, Healthscope propose to introduce Salary Packaging to staff members. On the surface this looks like a benefit for staff.

But There's a Catch!

To do so, Healthscope are proposing an amendment to the Enterprise Agreement (EA). Bear in mind there is already an existing Salary Sacrifice clause in the EA.

The Devil is in the Details.

On even the slightest of inspection of this proposal, the reality is startlingly clear. Healthscope, after a period of three months will pocket 90% of the benefit from not paying their FBT, leaving a mere 10% passed on to staff. Even if 90% or more of staff elect to engage in salary sacrifice only 40% of the benefits will be passed on to staff, leaving 60% in the pockets of Healthscope. And this is the best possible result of this proposal.

There is no clear winner other than Healthscope.



What Happens if the Proposal Fails?

If Healthscope does not secure regulatory approval or lender support:

- Other buyers may acquire hospitals individually or in groups.
- Some hospitals may face closure.

The ANMF is actively working to **secure protections** for members in any scenario and to ensure transparency for any possible outcomes.

Now is Your Time to Speak up!

The ANMF's Position on Healthscope's Proposal

The ANMF considers Healthscope's proposal unacceptable. It shifts the financial burden onto staff while allowing the company to avoid accountability for its ongoing financial mismanagement.

Importantly, the proposal does not clarify whether this arrangement is temporary or permanent. Without clear timeframes or guarantees, the ANMF believes this proposal should not be supported in its current form.

The Next Steps - Vote No!

Healthscope are seeking to put the proposed changes to a vote as soon as they can. It is the position of the ANMF that members should not accept this proposal as it stands.

The ANMF Tasmanian Branch – Here to Support You

ANMF officials will be attending **member meetings in person** to discuss Healthscope's proposal and answer any questions you may have.

To ensure **all members have access**, we're also offering **online meetings**, so you can speak directly with ANMF staff no matter where you're located.



If you have questions, concerns, or just want to understand more—we're here to help. In Solidarity.

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
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