

ANMF EA UPDATE 10

Queen Victoria Care

While we continue engage with Queen Victoria Care (QV Care) management to finalise the QV Care Nurses Agreement, wage increases from the Aged Care Work Value Case have fallen due for nurses and carers.

October work value wage increases

Wages in aged care are increasing as a result of the Aged Care Work Value Case in the Fair Work Commission. 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 1 October 2025. The increases vary depending on your classification level and pay point.

- The wage increases for nurses range from \$0.85 an hour to \$1.91 an hour.
- The wage increases for carers in residential aged care range from \$0.64 per hour to \$1.96 per hour.

It is important to ensure that the Government funding provided for this purpose is fully passed on to you in the form of wage increases.

We understand QV Care is in the process of writing to each employee with information about the work value wage increase that will apply to them.

Interaction with enterprise bargaining

The Government's [Guidance](#) makes clear that in addition to the funded work value increases, enterprise bargaining is expected to continue in the usual way. You should receive both the work value increases and the bargained increases.

In a welcome sign, QV Care management has stated it has no intention to 'absorb' the October 2025 work value increases into the 3% enterprise agreement increase already offered (which would be inconsistent with the Government Guidance).



The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) will be advocating strongly to make sure you receive maximum benefit from both the work value and bargained wage increases.

We are also pushing to resolve enterprise bargaining in a timely manner.

Please let us know if you have any questions or concerns.

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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