



ANMF EA UPDATE 4

Southern Cross Care Tasmania October Work Value

In the Enterprise Agreement (EA) bargaining meeting on Thursday 16 October 2025 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team pressed Southern Cross Care Tasmania (SCCT) management on how it intends to apply the work value wage increases due this month 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 (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 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.

The ANMF Bargaining Team has twice asked SCCT management for information showing how they intend to apply the October work value increases.

We will let you know when we have more information. Please let us know if you have any queries or concerns.



When a bargained wage increase is due

The Government's [Guidance](#) makes clear that in addition to the funded work value increases, EA bargaining is expected to continue in the usual way.

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

Your ANMF Bargaining Team will be doing everything it can to achieve this, and we expect we will need your support to show management we are serious.

Management rejecting many claims

At the meeting on Thursday 16 October 2025 management indicated it is yet to agree to many of the ANMF's bargaining claims.

For example, management is yet to agree to include the following in the enterprise agreement:

- A commitment to meet the Government's care minute targets;
- The principle that you should be paid for all time worked;
- Reproductive leave;
- Lactation and breastfeeding facilities;
- Increase to the night shift penalty rate;
- Professional development; and
- Study leave.

Next steps

The next enterprise bargaining meeting is scheduled for Tuesday 28 October 2025.

We will be seeking your feedback on key issues in bargaining from time to time. Please look out for updates.



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
17 October 2025