

ANMF EA UPDATE 7

Aged Care Deloraine

Summary of Final Negotiations

It has been a full year since negotiations properly commenced with Aged Care Deloraine (your **employer**) management for a replacement Enterprise Agreement (**EA**) to improve your wages and conditions.

Our Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) team remained in regular contact with your employer's bargaining representatives to communicate the matters that were of particular importance to you.

On Tuesday 14 October 2025, your employer confirmed that it had sought approval from management to finalise the EA and we were informed that they intend to now put your EA out to **VOTE**, having the following timeframe:

- **Access** period opens on **Tuesday 28 October 2025** and will remain open for 7 days, to **Monday 3 November 2025**.
- Ballot opens at 0900hrs Tuesday 4 November 2025.
- Ballot closes at 1700hrs Monday 10 November 2025.

Your EA protects your wages and conditions at work, so it's important that everyone understands how the Agreement will affect them.

The EA will only be accepted if a majority of people who cast a vote, vote 'yes'. Therefore, **it is up to you to decide if this agreement is good enough**.

What is in The Offer?

Your ANMF EA bargaining team has been negotiating with Aged Care Deloraine Inc. about the terms of your new EA. This Agreement will be in place for the next 3 years. Overall, it is a mixed bag.

Wage Increases and Allowances

The wage increases on offer each year are

- From the First Full Pay Period On or After (**FFPPOA**) 1 July 2026 - 3% or the percentage that the Fair Work Commission (FWC) decides to increase minimum wages in the Annual Wage Review that year.
- FFPPOA 1 July 2027 - 3% or the Annual Wage Review percentage increase.
- FFPPOA 1 July 2028 - 3% or the Annual Wage Review percentage increase.

Plus, work value increases for nurses and care workers arising from the Aged Care Work Value Case in the FWC. Your employer has confirmed they have now paid the most recent period of work value increases, which took effect from the first full pay period on or after Wednesday 1 October 2025.

New allowances to be introduced or further increased include:

- All allowances in the EA will be increased in line with the above percentages and at the same time.
- Higher duties allowance payable for all time worked in the higher position.
- Employees acting as a mentor will be encouraged by Aged Care Deloraine to participate in approved mentor training courses. To that end, the mentor (buddy) allowance has been set at the rate of \$2.58 per hour from 1 July 2025.

Entitlements/Conditions

Aged Care Deloraine has agreed to a limited range of improvements to your working conditions:

- Police Check and Working with Vulnerable People/NDIS Worker Screening to be paid for by the employer.
- Guaranteed hours for part-time employees.
- Secondary carer/non-birth partner to receive 2 weeks paid parental leave.
- Employees may request an additional 10 days paid leave per annum as “Special Leave” for emergency or compassionate reasons.
- Status quo to remain while disputes are resolved.
- Paid lactation breaks and appropriate facilities.



- Rosters will provide at least 10 hours between the completion of a shift and the commencement of another shift [except casual], unless otherwise agreed for 8 hours.
- Non-nurse employees with at least 12 months continuous service who are engaged for part of a 12 monthly period on a roster, that includes work on Weekends, will have a pro-rata entitlement of 1 additional day for each 4 weeks worked, added to their annual leave, to a maximum of 5 days per annum.

Final Offer

Your employer has made it clear that the EA presented is management’s ‘*best and final position*’.

What Happens Next?

Voting for the Proposed *Aged Care Deloraine Inc. Enterprise Agreement 2025* will begin shortly.

All employees covered by the EA are eligible to vote.

Voting YES	Voting NO
If most (50%+) employees vote <u>YES</u> , then an application for approval will be made to the FWC within 14 days. If approved by the FWC, the agreement will become legally enforceable 7 days later.	If most (50%+) employees vote <u>NO</u> , then the EA will not be made, it cannot be approved by the FWC and it will not come into effect. The old EA will remain in force as is.
	A <u>NO</u> vote doesn't necessarily mean the end of the process. It indicates that the current proposal isn't acceptable to most employees, and further negotiation is needed.

Ballot timeline

Access period:

This is the 7 clear day access period to view the proposed agreement. Employers will distribute the agreement to all eligible employees with a ‘key changes’ summary document during the access period.

Information Session:

On Wednesday 29 October 2025 our ANMF organiser will be onsite to answer any outstanding questions you have relating to the proposed agreement.

Ballot:

Voting on your new EA opens 0900hrs, Tuesday 4 November 2025 and closes 1700hrs Monday 10 November 2025. Eligible employees will be able to vote electronically at any time during this period.



The result will be declared following the ballot.

Please reach out to a member of your ANMF bargaining team with any questions or concerns.

ANMF Bargaining Team

Terrina Planincic (Industrial Officer) – Terrina.Planincic@anmftas.org.au

Nicki Hood (Organiser) – Nicki.Hood@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

24 October 2025