



ANMF EA UPDATE 9

Glenview Community Services Offer Needs to be Reformulated

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has asked Glenview management to reformulate what it is offering to ensure nurses receive the benefits of both Enterprise Agreement (EA) bargaining and funded work value wage increases due to take effect in October 2025.

- Other aged care providers in Tasmania who are bargaining at the moment are providing bargained wage increases in addition to the October 2025 instalment of the wage increases from the Aged Care Work Value Case. These include May Shaw and Queen Victoria Care.

The ANMF analysis indicates that the bargaining offer Glenview tabled, in which nurses would not separately receive the October 2025 work value wage increase:

- Was overall insufficient to compensate for nurses missing out on the October 2025 work value wage increase.
- Would have left Enrolled Nurses (ENs) immediately worse off than they would be if they receive the October 2025 work value wage increase.
- Was not a good bargaining offer, in light of other aged care providers generally offering something in the order of a 3.5% wage increase from 1 July 2025 in EA bargaining.

The effect of Glenview management's offer is that nurse wages at Glenview would have fallen further behind other Tasmanian providers.

October Work Value Increases

Glenview management has stated that it will process the October 2025 work value increases, while bargaining remains unresolved.



The ANMF welcomes Glenview management's decision to start paying the work value wage increases, which are payable from the first full pay period on or after Wednesday 1 October 2025.

To provide background, wages in aged care are increasing resulting from the Aged Care Work Value Case in the Fair Work Commission (FWC). These wage increases are being fully funded by the Commonwealth Government.

The October work value wage increases vary depending on your classification and pay point. To give you a sense of the amounts, the wage increases for nurses range from \$0.85 an hour to \$1.91 an hour.

A further work value increase for nurses is due in **August 2026**.

Let's Continue Bargaining!

The ANMF is pressing Glenview management to continue bargaining so that we can reach agreement on reasonable wages offer, and lock in the condition improvements agreed at the bargaining table to date.

We have made good progress in areas such as paid parental leave, the postgraduate allowance, and the in-charge allowance.

An EA bargaining meeting is scheduled for **Thursday 30 October 2025 at 1000hrs**.

We will be asking you to show your support for the best possible outcomes in bargaining, applying the principle that we are stronger together.

We will keep you updated.

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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