

ANMF EA UPDATE 10

Glenview Slight Improvements

Glenview Management has slightly adjusted its offer to ensure that it would provide wage increases for Enrolled Nurses (ENs) that are greater than the October 2025 instalment of work value wage increases.

Under the new offer, the wage increase from 1 July 2025 for ENs would be 4.5%.

This follows the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) asking Glenview management to reformulate the offer so that nurses benefit from both Enterprise Agreement (EA) bargaining and funded work value wage increases due to take effect in October 2025.

Other aged care providers in Tasmania are providing bargained wage increases in the order of 3.5% from 1 July 2025 in addition to the October 2025 instalment of the wage increases from the Aged Care Work Value Case. However, Glenview management has stated that the offer reflects what it can afford to provide at this time.

Qualifying Period for Paid Parental Leave

Glenview has tabled a draft clause on paid parental leave that becomes available to employees after 18 months of service.

The ANMF has questioned this requirement, given that employers generally provide employees with paid parental leave after 12 months of service.

We seek your feedback on this.



Time of in Lieu of Overtime Payment

Management is proposing to provide for Time of in Lieu of Overtime (TOIL) in the agreement.

Under management's proposal:

- An employee and employer could agree to the employee taking time off instead of being paid for a particular amount of overtime that has been worked by the employee.
- The period of time that an employee is entitled to take would be equivalent to the overtime payment that would have been made. For example, an employee who worked 2 overtime hours at the rate of time and a half would be entitled to 3 hours' time off.

This will be a change to how you are compensated for additional hours. We seek your feedback on this.

October Work Value Increases

We understand Glenview management has processed 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 1 October 2025.

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 us Know Your Views

It is important that we hear your views on the offer. You can read a detailed Summary of Negotiations at the link below.



Summary of Negotiations:

<https://anmftas.org.au/pdf/20251104ANMFSummaryofNegotiationsGlenview.pdf>

Please send any feedback to ANMF Organiser Avril Cooper Avril.Cooper@anmftas.org.au.

Stay tuned for further 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

4 November 2025