

ANMF EA UPDATE 5

May Shaw Bargaining and Work Value

May Shaw management has clarified what is on offer for the In-Charge Allowance, however, is yet to provide the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) with information on how it intends to apply the October 2025 work value wage increases.

In-Charge Allowance

Last month, the ANMF held member meetings to discuss the bargaining offer that May Shaw management put forward.

Based on your feedback, your ANMF bargaining team conveyed to May Shaw management the importance of the In-Charge allowance for nurses. Management has responded as follows.

From commencement of the agreement, the In-Charge Allowance will increase to \$26.01 per shift, and May Shaw will also back date this allowance to the first full pay period in July 2025.

May Shaw management has also confirmed this allowance will be increased year on year for the duration of the agreement – in line with the general wage increases.

October Work Value Wage Increases

Wages in Aged Care are increasing because of the Aged Care Work Value Case (ACWVC) 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 care workers was 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 care workers 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.

May Shaw management is yet to respond to our queries as to how they have applied the October 2025 work value wage increases. Some Enrolled Nurses (ENs) have contacted us with concerns they may not have been applied correctly.

We will continue to seek that you receive the benefits both of the enterprise agreement and the funded work value wage increases.

Please let us know your experience of how the October 2025 work value increases have been paid.

If you would like to discuss your wage increase entitlement under the ACWVC with the ANMF you are encouraged to contact your ANMF organiser.

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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