

ANMF EA UPDATE 11

Glenview Nurses Proceeding to a Ballot

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team has achieved modest further improvements to the proposed nurses agreement and Glenview management is now proceeding to put the agreement to a staff ballot.

This follows Glenview management adjusting 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.

Qualifying Period for Paid Parental Leave

Glenview proposed paid parental leave would become available to an employee after 18 months of service. The ANMF pressed for a shorter qualifying period, and Glenview management has agreed to provide access to these entitlements after 12 months of service.

Overtime Meal Allowances

Your ANMF bargaining team identified that overtime meal allowances have not been updated in recent years.

Management has agreed that from commencement of the agreement, these will be set as:

- \$15.81 or overtime exceeding one hour; and,
- Further meal allowance of \$14.24 where such overtime work exceeds four hours.

You can read a detailed Summary of Negotiations at the link below:

<https://anmftas.org.au/pdf/20251117ANMFSummaryofNegotiationsGlenview.pdf>.



Timetable for Ballot

Glenview management has indicated that it is proceeding according to the following timetable:

- Access Period for you to consider the draft agreement opened on Friday 14 November 2025.
- Voting opens on **Saturday 22 November 2025** and closes on **Wednesday 26 November 2025**, with voting being conducted by an online survey.

The ANMF encourages members to have their say and vote in the ballot.

Please send any questions to ANMF Southern Organiser Avril Cooper Avril.Cooper@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
17 November 2025