



ANMF EA UPDATE 3

Calvary Health Care Tasmania Update on Enterprise Agreement Bargaining

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) negotiation team, along with your workplace delegates, met with Calvary Health Care Tasmania (Calvary) (your employer) on Friday 14 November 2025, to advance the negotiations on your behalf.

The ANMF negotiation team sought to clarify the position of members on certain claims such as the preceptorship allowance and other penalties, professional development and mandatory training, rosters, and the overtime provisions after working 10-hour shifts for Launceston employees (Theatre and Endoscopy units).

While it is acknowledged Calvary were attentive to these claims no definitive position was made on the day.

Calvary pressed that they do offer access to an extensive online portfolio for training, inclusive of a local educator, and conference leave.

The ANMF raised the Kronos system and asked if the system was capable of showing the required 28 days of allocated rostered shifts for employees. Calvary will investigate and return to the parties with their findings.

Again, we articulated that the current workloads experienced by Launceston staff are untenable, and while it could be argued it was not foreseeable by Calvary, this does not lessen the fact that working conditions are unmanageable. Calvary was quick to point out that they had kept two teams running without asking staff to redeploy or take leave, Calvary further stressed these working conditions are temporary.



Wage Offer

Calvary has tabled a wage offer of 3% for each year of the agreement. Parties seek a 3-year agreement. The ANMF seeks to understand if this wage offer is acceptable or not?

You can record your response [here](#).

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