

ANMF EA UPDATE 6

May Shaw

Work Value Wage increases secured for ENs

As a result of the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) advocacy, May Shaw management has agreed to include Enrolled Nurses (ENs) in the October 2025 work value wage increases, as per [Government Guidance](#).

October Work Value Wage Increases

Wages in Aged Care are increasing because of the Aged Care Work Value Case 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 carers was due from the first full pay period after Wednesday 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 carers in residential aged care range from \$0.64 per hour to \$1.96 per hour.

On Friday 31 October 2025 May Shaw management provided the ANMF with a proposed wages table that showed it had not passed on the October 2025 work value wage increases to ENs.

Some EN members had contacted us with concerns which we raised with May Shaw management.

On Thursday 13 November 2025 May Shaw management stated that all ENs will receive a \$1.64 increase to their ordinary time rate of pay backdated to the first full pay period on or after Wednesday 1 October 2025.



Progressing the Enterprise Agreement

Your ANMF bargaining team is continuing to engage with May Shaw management to finalise the enterprise agreement.

The Government Guidance makes clear that EA bargaining is expected to continue in the usual way, with the funded work value wage increases applying in addition to bargained wage increases.

We are now at the stage of working on the drafting of the agreement, to ensure that all of your rights and entitlements are legally enforceable.

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