



ANMF EA UPDATE 6

Southern Cross Care Tasmania Wage Increase Overdue

Southern Cross Care Tasmania (SCCT) management is moving slowly in Enterprise Agreement (EA) bargaining, despite having recently missed the deadline of Monday 1 December 2025 for your next bargained wage increase.

In recent weeks management slowed the pace further by cancelling the bargaining meeting scheduled for Tuesday 25 November 2025. The next bargaining meeting is scheduled for **Wednesday 10 December 2025**.

The ANMF considers you are now overdue for a wage increase through EA bargaining. The last wage increase under the *Southern Cross Care (Tas) Inc Staff Enterprise Agreement 2021* was on Sunday 1 December 2024. A reasonable deadline for the next bargained wage increase was therefore Monday 1 December 2025.

At the bargaining table, SCCT management has revealed that it paid all staff other than nurses a 3.5% wage increase from 1 July 2025. This further heightens the urgency of bargaining for a wage increase for nurses.

While wages in the aged care sector have been increasing as a result of the Aged Care Work Value Case in the Fair Work Commission (FWC), [Government Funding Guidance](#) makes clear that EA bargaining is expected to continue in the usual way.

At other Tasmanian aged care providers, the ANMF is generally achieving bargained wage increases for nurses and care workers in the order of 3.5% from 1 July 2025.



The latest national [Trends in Enterprise Bargaining](#) statistics show that the Average Annualised Wage Increase for agreements approved in the June quarter 2025 was 4.2%.

It is particularly important to achieve reasonable wage increases because inflation in Australia has been increasing in recent months.

While SCCT management has indicated it will not be presenting a wages offer at the bargaining meeting on 10 December 2025, we will continue to press management for a wages offer.

We will need to work together to achieve the best possible outcome. Please continue to provide feedback and be ready to show your support.

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
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