



ANMF EA UPDATE 4

Toosey Aged Care Update on Enterprise Agreement Bargaining

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) negotiation team, met with Toosey Aged Care (**Toosey**) (your **employer**) on Thursday 20 November 2025, the fourth meeting in this series of bargaining.

We note that the *Toosey Enterprise Agreement 2021-2025* reached its nominal expiry date on Friday 28 February 2025.

Toosey Response to Log of Claims

As advised in our previous updates, the ANMF presented your Log of Claims (LoC) to Toosey, with minimum care minutes, workloads, wages and allowances, leave entitlements, shift penalties, parental leave, retention and skill mix, rostering principles and professional development, among the beneficial improvements sought.

At yesterday's meeting Toosey presented their own list of matters- largely a set of existing clauses they wish to review in this round of bargaining- while appearing disinterested in responding meaningfully to the claims put forward on your behalf.

Wage Offer

Under the guise of "maintaining operational viability" Toosey presented a tiered wage offer as follows:

1/7/**2025** No additional wage increase (reflects what Toosey is currently paying)

1/7/**2026** if you are an ECA (Level1-7) and Community based Carer (Level3-6) **5%**

No Wage increase offer for Nurses under the Enterprise Agreement (EA) in 2026.

1/7/**2027** 2.5% for all staff.

1/7/**2028** 2.5% for all staff.



We are seeking your initial feedback on the wage offer outlined above. Please complete a quick snap poll using the QR code provided.

QR:



The ANMF encourages all members to remain actively engaged in the EA bargaining process. If you have any questions about the matters discussed to date, please contact your ANMF negotiation team.

ANMF Bargaining Team – Toosey Aged & Community Care

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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
12 December 2025