

ANMF EA UPDATE 10

Meercroft Care Inc

Enterprise Agreement Bargaining Update

It has been more than a year since negotiations commenced between the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) and Meercroft Care Inc. (your Employer), including its management and bargaining representatives, for a replacement Enterprise Agreement (EA) aimed at improving your wages and conditions.

We acknowledge and thank members for their patience during this period, while you waited for your Employer to complete its payroll audit, double check that employees were paid in accordance with the relevant wage increases over the last five years and then confirm that they would be paying in accordance with the funded Federal Government Aged Care Wage Value increases.

Given the extended duration of negotiations, we believe it is timely to provide members with a clear summary of where bargaining currently stands and what this means for your future wages and entitlements under the proposed EA.

Wages and Allowances Offer

Meercroft have offered the following wage structure increases:

- 3% wage increase from the first full pay period commencing on or after 1 July 2025.
- 3% wage increase from the first full pay period commencing on or after 1 July 2026.
- 3% wage increase from the first full pay period commencing on or after 1 July 2027.
- 3% wage increase from the first full pay period commencing on or after 1 July 2028.



New allowances to be introduced or further increased include:

- All allowances in the EA will be increased in line with the above percentages and at the same time.
- Extended Care Assistants (ECAs) will receive an increase in their medication shift allowance to \$1 per hour.

Entitlements/Conditions

Your Employer has agreed to a limited range of improvements to your working conditions:

- An increase in the number of personal leave days [for employees employed after *1 March 2011*] from ten (10) days per year to **fifteen (15) days** for full time employees (pro rata for part time employees). For those employees employed prior to this date, you will continue to retain the existing entitlements (twenty (20) days for full time employees (pro rata for part time employees)).
- Hardcoding in the agreement clauses relating to flexible work arrangements, the casual conversion pathway, the right to disconnect, and bullying, harassment and discrimination.
- Confirmation that part-time employees will be paid overtime for all time worked in excess of their rostered daily hours.
- Rosters will provide at least 10 hours between the completion of a shift and the commencement of another shift [except casual], unless otherwise agreed for 8 hours.
- Employees will be entitled to fifteen (15) days paid special leave relating to family violence (non-cumulative).
- Union delegates shall be granted up to five (5) days paid leave each calendar year to undertake union / employer related activities.

Despite the ANMF's sustained efforts to advance members' non-monetary priorities, your Employer has demonstrated very limited movement on improvements to conditions outside of wages and allowances.

Final Offer and Next Steps

Meercroft has advised that the EA currently on the table represents management's "best and final" position.

The next steps in the process are as follows:

- Meercroft will finalise the draft EA.
- Employees will be provided access to the full proposed agreement for a minimum seven-day access period, consistent with legislative requirements.
- A formal employee vote will be conducted to determine whether the agreement is approved; and,
- If approved, the Agreement will be lodged with the Fair Work Commission (FWC) for assessment and once approved, will become legally enforceable.

The ANMF will continue to closely monitor the progress and timing of these next steps and will keep members informed of any developments, including when the proposed agreement is circulated and when the employee vote is scheduled. Members are encouraged to stay in touch and contact the ANMF if they have any questions or require further clarification as the process moves forward.

ANMF Negotiating Team – Meercroft Care Inc.

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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
24 December 2025