



ANMF EA UPDATE 5

Calvary Health Care Tasmania Update on Enterprise Agreement Bargaining

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) negotiation team, last met with Calvary Health Care Tasmania (CHCT) (your employer) on Thursday 11 December 2025.

During that meeting the ANMF delivered a resounding message from its members saying that you did not accept the 3% wage offer for the life of the agreement. The ANMF further argued that, historically, Private Sector employees were paid above Public Sector employees as they did not enjoy the same level of entitlements as Public Sector employees did.

Whereas CHCT stated that they had spoken to their staff and staff were “broadly happy with the agreement”.

Further wage comparisons, done by the ANMF, show that for many classifications you are no longer paid above Public Sector employees.

CHCT then proposed to have a break from negotiations over the festive season, with a new meeting scheduled for Wednesday 21 January 2026.

Prior to the Wednesday 21 January 2026 meeting, the ANMF wrote to CHCT further outlining the wage comparisons and reasons why the ANMF feels CHCT needed to offer a more acceptable wage increase. We also tabled a wage counteroffer that is more aligned to members’ expectation.

Unfortunately, the Wednesday 21 January 2026 meeting was cancelled at short notice with no explanation provided. A week has now passed and still no explanation has been provided, nor has the meeting been rescheduled.



The ANMF remains committed to seeing the negotiations through to completion but will not agree to clauses that ultimately reduce our members entitlements.

Your ANMF organiser will be on site at St Luke's Campus on Thursday 12 February 2026 at 1300hrs with a visit to St Vincent's Hospital to be finalised shortly. All members will have the opportunity to provide feedback to the ANMF on the wage offer; your feedback is critical to informing the ANMF's next steps in bargaining.

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
30 January 2026