

ANMF EA UPDATE 10

Southern Cross Care Tasmania

On Monday 2 February 2026 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with your employer, Southern Cross Care Tasmania (SCCT).

As per *ANMF EA Update 9*, the ANMF requested:

1. Wage Rates.

- Backpay from 1 December 2025 at 3%.
- 3.8% from **1 July 2026**.
- 3.8% from **1 July 2027**.
- 3.8% from **1 July 2028**.

With an Enterprise Agreement (EA) expiry date of **30 June 2029**.

SCCT **rejected** this counteroffer, sticking to their original offer, as follows:

- 2% from 1 December 2025.
- 3% from **1 July 2026**.
- 3% from **1 July 2027**.
- 3% from **1 July 2028**.

With an EA expiry on **30 June 2029**.

2. New Enrolled Nurse (EN) pay points.

The ANMF requested that 2 new pay points to be meaningful at 84 cents/hour, for 3rd and for 4th year of employment, and onerous requirements demanded by SCCT, such as, Post-Graduate courses in things that are core business for all SCCT ENs, and enrolment to become a Registered Nurse (RN), be scrapped.

However, SCCT have **declined to remove** the requirements, but retained their offer.



3. There is ongoing discussion on:

- **Workplace Delegates Rights.** The ANMF wants to align the existing SCCT EA clause with Fair Work entitlements.
- **Proposed changes to Redundancy Clause wording.** The ANMF has pressed SCCT to retain existing wording in the Redundancy Clause. This issue may become relevant later for members currently working at Rosary Gardens.

The ANMF **reject** the overall SCCT package including the paltry wage offer of 3% over a 4-year period. This is not acceptable during a time of financial and economic volatility, rising interest rates and cost of living increases. Also, the EN pay point requirements are unsatisfactory.

The ANMF has asked the employer to consider Gender Equality Targets, which can include gender pay modelling, to provide more value in the EA for members. The ANMF will submit the relevant information to SCCT for consideration prior to the next meeting on **Monday 23 February 2026**.

The ANMF will visit sites between now and **Monday 23 February 2026** to discuss these matters with members.

The ANMF will also be interested to know members' views in the attached survey accessed via the link below.

Survey: <https://app.smartsheet.com/b/form/019c268f53a974588a78a2f17a492a5f>

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
25 February 2026