

ANMF SNAP POLL

Southern Cross Care Tasmania Next Steps Snap Poll

Southern Cross Care Tasmania (SCCT) management is refusing to improve the wages offer it tabled in December 2025, and your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team is seeking the direction of members. The wages offer is 2% from December 2025 with backpay, 3% from 1 July 2026, 3% from 1 July 2027 and 3% from 1 July 2028.

SCCT management is putting forward the same wage increases for all staff, in the context where SCCT has already increased wages for staff other than nurses by 3.5% from 1 July 2025. This gives rise to a potential concern that the offer undermines the bargaining outcomes previously achieved by nurses, relative to other classifications.

For groups such as care workers, the wages offer builds on the 3.5% wage increase already paid from 1 July 2025.

The offer is also in addition to wage increases for nurses and carers arising from the Aged Care Work Value Case in the Fair Work Commission (FWC), which have been fully funded by the Government.

There is risk of substantial delays with the Health and Community Services Union (HACSU) having initiated proceedings in the FWC in response to SCCT management's proposed changes to the conditions of home care employees. HACSU is seeking an order from the FWC (a 'scope order') that would require SCCT to bargain for a separate agreement for home care employees.



Your ANMF bargaining team has been advocating for an improved overall wages offer, and for the proposed new pay points for Enrolled Nurses (ENs) to be made more meaningful.

- Your ANMF bargaining team considers it will take a real push from members to gain significant improvements to the offer and that the longer things drag out, there is a risk of a stalemate or that the offer could deteriorate.

Members may be inclined to either:

- Accept the offer with a view to receiving the benefit of 2% from December 2025 without further delay.
- Reject the offer and quickly launch a campaign for improvements.

We are at a critical juncture and time is of the essence to decisively influence management's next steps.

While backpay is on the table, there is a risk of a delayed resolution to bargaining.

Please complete our quick snap poll via the link below ahead of the next bargaining meeting on **Tuesday 10 March 2026**.

Survey: <https://app.smartsheet.com/b/form/019cb1fc725d7e8eb5c0395951935e7a>

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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