

ANMF EA UPDATE 1

Tandara Lodge Community Care Inc.

Bargaining Update - Notice of Representational Rights Issued

Your Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) bargaining team has received notice that your employer, Tandara Lodge Community Care Inc. (**Tandara**) has formally issued the Notice of Employee Representational Rights (**NERR**).

What is the NERR?

The NERR marks the formal commencement of bargaining for a replacement Enterprise Agreement (EA). It informs employees of their rights during the bargaining process, including the right to appoint a bargaining representative — such as the ANMF — to represent them in negotiations.

Proposed Change to Agreement Structure

Tandara has indicated that it is considering combining the current agreements:

- *Tandara Lodge Community Care Inc. General Staff Enterprise Agreement 2024*, and,
- *Tandara Lodge Community Care Inc. Nursing Enterprise Agreement 2024*

Into a single EA covering all employees.

The ANMF is seeking member feedback on whether this proposal is desirable. Should members support a combined agreement, the ANMF would continue to advocate strongly to ensure that conditions specific to nurses and care staff are maintained and protected.



Snap Poll – Have Your Say

The ANMF is seeking member direction on this proposal. Your response will help inform the position we take with Tandara.

Please take a moment to complete the short poll by clicking the link below:

<https://app.smartsheet.com/b/form/019cd4d959047ec49f2c00de7883f48c>

All responses are confidential.

Strong member engagement at the start of bargaining helps ensure the employer understands the importance of these issues for staff.

Draft Log of Claims

Following workplace discussions and the responses received through the ANMF member survey, the ANMF is now finalising your draft Log of Claims (LoC). This document will form the basis of the claims we advance during enterprise bargaining.

The draft LoC will shortly be circulated to members for review and endorsement before it is formally served on the employer.

Next Workplace Visit

Your ANMF organiser will be visiting the workplace on **Tuesday 17 March 2026** to speak with members about the proposed LoC and answer any questions about the upcoming bargaining process.

This is an opportunity to discuss the claims, raise any concerns, and ensure the priorities we take to the bargaining table reflect members' views.

Members are encouraged to attend, ask questions and help shape the priorities we take to the bargaining table.



ANMF Bargaining Team – Tandara Lodge Community Care Inc.

Please reach out to our Member Support Team with any questions or concerns membersupport@anmftas.org.au.

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
10 March 2026