



ANMF EA UPDATE 5

Wynyard Care Centre Best and Final Wages Offer

It has been a full year since negotiations properly commenced with Wynyard Care Centre (Synovum Care Group) (your **Employer**) for a replacement Enterprise Agreement (**EA**) to improve your wages and conditions.

Throughout this period, the Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) team has remained in regular contact with your Employer to communicate the issues and priorities raised by members.

At the latest bargaining meeting held on Tuesday 17 March 2026, your Employer confirmed its wages position and provided further information regarding the rollout of new classifications.

Wages Offer

Category	April 2026	April 2027	April 2028
All Employees	3%	3%	3%

Under the offer, Allowances will increase in the same percentage and at the same time.

This position follows a number of bargaining discussions between the ANMF and your Employer regarding members’ expectations for improvements to wages and conditions.



This offer:

- Applies to all employees, with no distinction between Registered Nurses (RNs), Enrolled Nurses (ENs) and Direct Care Workers (DCWs); and,
- Is payable in addition to the scheduled August 2026 work value adjusted rates.

Wins Secured to Date

In response to the ANMFs' claims raised during bargaining, Synovum Care Group has agreed to a number of improvements to conditions, including:

- New Allowance Category added: Preceptor.
- New Leave Category added: Exceptional Circumstances Leave. 5 days paid (non-cumulative) leave to assist employees experiencing genuine and unforeseen circumstances.
- Family and Domestic Violence Leave increased to 20 days paid (non-cumulative).
- Paid parental leave for DCWs increased by one week (to 9 weeks), while nurses retain the existing 14 weeks paid parental leave entitlement.
- Superannuation to be paid on employer-funded paid parental leave.
- Ceremonial and cultural leave added (unpaid and non-cumulative) in line with Award provisions; and,
- Introduction of a Staffing and Workload clause, enabling employees to raise concerns and require your Employer to genuinely consider issues relating to staffing levels or workload pressures.

These improvements represent tangible gains in non-wage conditions.

Every advancement at the bargaining table is strengthened by member unity and engagement.

What This Means

Synovum Care Group has advised that this represents its final wages position and is seeking to progress toward an in-principle agreement and employee vote.



Member Feedback Required

The ANMF intends to respond to your Employer by this **Friday 20 March 2026**.

If you have concerns about the wages position or the overall EA package, it is important that you **contact the ANMF before this date** so your views can be considered before any next steps are taken.

Members will be updated once the Employer responds to the ANMF comments within the final draft EA and we will confirm the proposed voting arrangements.

Thank you to members who have remained engaged throughout the bargaining process.

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 March 2026