



ANMF EA UPDATE 11

Southern Cross Care Tasmania

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has been attending bargaining meetings with Southern Cross Care Tasmanian Branch (SCCT) since September 2025.

Status of Bargaining

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.

Through bargaining, the ANMF have been able to secure:

- New pay points for Enrolled Nurses (ENs).
- The rest period after overtime to extend to casuals.

We sought a clause that would say adequate handover time must be built into rosters. We achieved a clause that provides clarification that handover from outgoing nurses to the nurse in charge is ordinarily undertaken within normal rostered hours.

We have tried hard to increase the wage offer and improve the offered EN pay points and other allowances, but SCCT management is yet to move.

Management proposes that the agreement have a nominal expiry date of 30 June 2029, meaning the agreement would have approximately three years of operation.



Member Feedback

Our extensive consultation with members through member meetings, face to face consultation has indicated a preference to accept the offer.

Two thirds of respondents in our most recent Snap Poll were inclined to accept the offer with a view to receiving the benefit of 2% from December 2025 without further delay.

As a result, we have indicated to the employer that we support the proposed agreement proceeding to an all-staff ballot in a timely manner. This will allow members to have a formal final say on the offer before them.

What Items are Still Being Drafted?

Management is currently giving further consideration to our request to significantly increase the Nurse In-Charge Allowance, which has fallen below rates at other providers.

We are also seeking that the agreement includes an express commitment that SCCT will pass on the Work Value wage increase due for nurses in August 2026, and management is willing to consider this.

You can read a detailed summary of negotiations here:

<https://anmftas.org.au/pdf/20260318ANMFSummaryofNegotiationsSCCT.pdf>

Next Steps

We will keep you updated on further progress at the bargaining table.

We anticipate that the agreement will progress to an all-staff ballot in coming weeks. This will provide an opportunity for all staff to formally have their say.

The ANMF will be encouraging all members to vote in the ballot.



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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