

ANMF EA UPDATE 9

Anglicare Fair Work Commission Consideration

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is following closely the Fair Work Commission's (FWC's) consideration of the Anglicare Enterprise Agreement (EA).

Anglicare conducted an all-staff ballot on the agreement between Wednesday 8 October and Monday 20 October 2025.

After 88% of respondents in the all-staff ballot voted in favour of the agreement, on Monday 3 November 2025 Anglicare applied to the FWC for approval of the agreement.

Since that time, the FWC has been considering whether the agreement passes the Better Off Overall Test (BOOT) for all relevant employees.

A delay has arisen because the Health and Community Services Union (HACSU) indicated that it opposes approval of the agreement. HACSU identified concerns relevant to the home care employee cohort, such as clauses dealing with sleepovers and broken shifts.

The consequence of the delays has been that members have not been able to access the benefits of the agreement, which importantly include new pay points for Enrolled Nurses (ENs) that will operate from commencement.



While Anglicare management has addressed a number of HACSU's concerns, some concerns remain unresolved, and there is a risk of further delay.

The ANMF will be engaging with Anglicare to convey our concern with the ongoing impact of the delays and to seek a timely resolution on behalf of our members.

Since bargaining started in July 2024 the process has been incredibly inefficient.

The ANMF considers this process could have been much better handled by Anglicare management.

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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