

ANMF EA UPDATE 10

Celebrate Health Care New Offer

This week Celebrate Health Care (formally May Shaw) put forward a new offer for the Enterprise Agreement (EA).

This follows the previous offer being rejected by 60% of respondents in an all staff ballot conducted by the employer in late January 2026.

Percentage Wage Increases

As previously reported, Celebrate Health Care management has expressed its wages offer as a certain percentage increase on 1 July 2026 and 1 July 2027, or the increase to minimum wages decided by the Fair Work Commission (FWC) in the Annual Wage Review, whichever is higher.

- The Annual Wage Review is the exercise conducted by the FWC to increase modern award minimum wages in Australia each 1 July.

Previously, Celebrate Health Care management had committed to 2% or the FWC decision increase.

Following consideration of your feedback, Celebrate Health Care is now committing to 3% or the FWC decision increase (if higher).

Wages for Aged Care Employees - General Services Staff

In the revised offer, Celebrate Health Care management is proposing to give effect to the following from commencement of the agreement:

- The wage rate for Aged Care Employee – General – Level 1 will increase by \$0.99 an hour.



- Employees currently classified as Aged Care Employee – General - Level 2 will be reclassified to Aged Care Employee – General - Level 3, and,
- The wage rate for Aged Care Employee – General – Level 3 will be increased by \$1.06.

These non-direct care roles have not benefited significantly from the Aged Care Work Value Case.

Part of management’s stated reasoning is that Aged Care Employee – General – Level 2 and Aged Care Employee – General – Level 3 currently receive the same wage rate, and that this should be rectified.

No Movement on In-charge Allowance

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team has continued to press strongly for improvements on other matters identified by our members, particularly in regard to the Nurse In-Charge Allowance, which is set much lower than other providers. However, Celebrate Health Care management has refused our requests.

Detailed Summary of Negotiations

You can view the ANMF’s Detailed Summary of Negotiations at the link below.

Survey: <https://anmftas.org.au/pdf/20260320ANMFSummaryofNegotiationsCelebrateHealth.pdf>

Vote Timetable

The ANMF will be encouraging all members to vote in the upcoming all-staff ballot on the revised agreement.

In the last ballot, only around 40% of Celebrate Health Care Staff participated in the ballot.

Celebrate Health Care has stated it is working to the following timetable:

- Access Period from 0900hrs on Wednesday 18 March 2026.
- Voting Period from **0900hrs Thursday 26 March 2026 to 0900hrs Thursday 2 April 2026.**



Celebrate Health Care management has engaged the voting company Go Vote to conduct 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

24 March 2026