

ANMF EA UPDATE 12

Southern Cross Care Tasmania

The ANMF is Raising Concerns with Delays in Bargaining

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is fighting for your wage increase and has raised concerns with the other bargaining parties about delays.

Backpay is on the table and member feedback indicates support for your employer proceeding to an all-staff ballot on the offer in a timely manner.

Wages Offer

On Monday 22 December 2025 Southern Cross Care Tasmania (SCCT) management put forward a wages offer of 2% from 8 December 2025, 3% from 1 July 2026, 3% from 1 July 2027 and 3% from 1 July 2028. These wage increases are proposed to apply to all staff.

This offer comes in the context where SCCT has already increased wages for staff other than nurses by 3.5% from 1 July 2025. SCCT management also appears to have correctly passed on work value wage increases this year to nurses and care workers, which have been separately funded by Government.

Since December 2025 negotiations have not resulted in significant improvements to the offer. You can read a Detailed Summary of Negotiations at the link below

<https://anmftas.org.au/pdf/20260402ANMFSummaryofNegotiationsSCCT.pdf>

The ANMF's Position

Two thirds of respondents in our 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 your 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 pros and cons of the offer.

Given SCCT management is difficult to budge, we consider that it would take more than a No vote in the all-staff ballot to yield significant improvements. Significant improvements for nurses and care workers would likely take sustained campaigning by all members.

Position of Other Parties

Your employer has stated it intends to put the proposed agreement to an all staff vote shortly after Easter.

The Health and Community Services Union (HACSU) has raised a dispute in the Fair Work Commission (FWC) seeking a separate agreement for Home Care employees.

The ANMF is concerned that litigation timetables could mean a delay in access to the offer for all employees and has written to the parties to this effect.

Next Steps

Your ANMF bargaining team will continue to engage with SCCT management so that there is a draft Enterprise Agreement (EA) ready to go to an all-staff ballot.

We will continue to express our concerns about delays, including in the proceedings before the Fair Work Commission (FWC).

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
8 April 2026