

ANMF EA UPDATE 14

Southern Cross Care Tasmania

Voting is Open

Voting has opened on Southern Cross Care Tasmania (SCCT) management's proposed Enterprise Agreement (EA), and the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) encourages you to have your say.

- Voting is being conducted by the voting company Vero Voting
- **Voting closes at 1200hrs Friday 24 April 2026.**

Economic pressures for workers have increased since SCCT management tabled their wages offer on Monday 22 December 2025.

That being said, the ANMF is pleased members finally have the opportunity to vote on an offer.

We are in a situation where a resolution to bargaining is overdue. That is why back pay is on the table from Monday 8 December 2025.

If the proposed agreement is voted down, it will be necessary to talk to members about the possibility of campaigning for improvements through protected industrial action.

We have prepared a detailed Summary of Negotiations at the link below to allow you to assess the gains and losses from the old agreement.

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



Context of the Wages Offer

The wages offer is 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.

It should be noted that the wages offer comes in the context where:

- SCCT already increased wages for staff other than nurses from 1 July 2025 as required for award compliance.
- While minimum award wages in Australia will increase on 1 July 2026 in the Annual Wage Review, bargaining is necessary the pathway for wage increases for employees paid above award, such as nurses.
- SCCT management appears to have correctly passed on work value wage increases in 2025 to nurses and care workers, which were separately funded by Government.

Difficult Employer to Negotiate With

While we have achieved improved minor improvements since December, to date SCCT management has proven difficult to budge.

This informs our assessment of the prospect of future improvements in the event of a No vote. We consider that it would require more than a No vote in the all staff ballot to yield significant improvements. Significant improvements for nurses and carers would likely take sustained campaigning by all members.

There is also a degree of unpredictability because the Fair Work Commission (FWC) may decide to increase modern award minimum wages in Australia by a significant percentage from 1 July 2026 having regard to inflation.

In recent negotiations the ANMF has tried to get a wage offer from SCCT management that reflects current economic volatility and rising costs.

Voting Timeline

SCCT management is progressing according to the following timetable:



- Voting - Tuesday, 21 April 2026 (0900hrs) to **Friday 24 April 2026 (1200hrs)**.
- **Friday 24 April 2026** - Vote outcome communicated to all employees.

SCCT management has engaged Vero voting to conduct the ballot electronically. Vero voting will have contacted you by email and SMS, starting at 0900hrs on Tuesday 21 April 2026. If you have not been contacted by Vero, please let us know immediately.

Should you wish to ask questions or have any points clarified, send questions to ANMF Southern Organiser Peter McBeath via email: Peter.McBeath@anmftas.org.au.

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
22 April 2026