

ANMF EBA UPDATE 2

Nurses and Midwives Public Sector Agreement 2026

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) commenced bargaining on Tuesday 21 April 2026 for the *2026 Public Sector Nurses and Midwives Agreement*. The ANMF tabled a section of the Log of Claim (LoC) on behalf of members. Then In line with the specialty LoC items delegates from specialty areas spoke their area specific claims including:

- **Mental Health Nursing.**
- **Ambulance Tasmania Nurses.**
- **Caseload Midwifery.**

Our Delegates from Mental Health, Ambulance Tasmania and Caseload Midwifery, with the support and direction of the ANMF bargaining team detailed evidence on, complexity, risk, workloads, retention, patient and nurse/midwife safety, and specialty to support the following claim items:

Mental Health Nursing Claims

Key claim matters raised included:

- The **Multi Disciplinary Allowance** and the need to ensure that there are no unreasonable barriers beyond the control of our members to payment, such as – the role needs to be dual classified. If the role is being worked by either a nurse or allied health professional, and the duties are substantially the same – the allowance applies.



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- The need for a **specific Mental Health workload clause**, reflecting acuity, violence and aggression risks, and the emotional and cognitive demands of care.
- The role and responsibilities of Associate Nurse Unit Managers (**ANUMs**) in **community settings**, including advanced clinical decision-making, extended hours, and coverage across teams.
- A **Retention or Market Allowance** to address recruitment and retention challenges, recognising the cost savings of retaining experienced staff and the lengthy timeframes required to build skill and expertise.
- Introduction of a **damaged clothing allowance** for areas where employer supplied uniforms cannot be worn e.g. mental health acknowledging that clothing damage is a foreseeable risk in the course of mental health work and is not normal wear and tear.
- The establishment of **Mental Health Nurse Practitioner roles**, particularly in Emergency Department (ED), supported by evidence from other jurisdictions showing reduced ED length of stay and improved patient outcomes.
- An **on-call crisis response allowance**, recognising the high-risk decisions and environments faced by mental health nurses responding to crises.
- Introducing a **Mental Health Allowance**, including coverage for nurses working in ED and secure environments, where staff are unable to leave and face ongoing risk due to the environment in which care is being delivered.

Ambulance Tasmania Nursing Claims

The ANMF highlighted that:

- Current roles are **incorrectly classified**, with duties and responsibilities exceeding existing classifications.



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- Retrieval Coordinators undertake statewide and interstate coordination, clinical and logistical decision-making, and liaise across multiple agencies, without parity to similar roles in other jurisdictions.
- There is a clear case for a **classification review** and realignment, reflecting comparable roles paid significantly higher elsewhere.
- **Allowance alignment** is required to ensure parity with paramedics undertaking equivalent work.
- Access to **education and training** is inadequate, with limited organisational support for mandatory and advanced skills development.

Caseload Midwifery Claims

Key points included:

- Current caseloads often remain between **38 – 42 women**, despite increasing acuity and the inability to transfer care under the all-risk model.
- Caseload midwives provide **continuity of care across pregnancy, birth and post-partum**, coordinating care, working on-call, in community settings, and frequently exceeding safe working hours.
- The need for **appropriate reclassification**, recognising the scope, responsibility and complexity of the role.
- Team leaders performing duties comparable to Nurse Unit Managers (NUMs) without equivalent grading.
- Ongoing issues with **leave cover**, resulting in unsafe caseload spikes and delays in recruitment and backfilling.
- A claim to **increase caseload loading**, reflecting the breadth and intensity of the role.
- Introduction of a **maximum hours of work in a 24-hour period**, to protect safety and manage fatigue.

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Next Steps

Bargaining meetings are scheduled weekly from now. The ANMF bargaining team will be progressing through the balance of the claim items. This will include the general claim items for all Nurses, Midwives and Assistants in Nursing (AINs), as well as the balance of our specialty claim items that are covered in the LoC.

The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives 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

