

ANMF EA UPDATE 6

Wynyard Care Centre

Summary of Final Negotiations Access and Voting Periods

The Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) is writing to update members about the proposed new Enterprise Agreement (**EA**) with Synovum Care Group (your **Employer**) for employees at Wynyard Care Centre.

On Friday 24 April 2026, your Employer confirmed its intention to finalise the proposed Enterprise Agreement (EA) and proceed to an employee vote.

Voting Timeline

The proposed timetable for the voting process is as follows:

- **Access Period opens:** 0901hrs Monday 4 May 2026.
- **Access Period closes:** 2359hrs Tuesday 12 May 2026.

During this time, employees will be able to review the full proposed EA.

- **Ballot opens:** 0901hrs Wednesday 13 May 2026
- **Ballot closes:** 1201hrs Wednesday 20 May 2026

Your Employer will conduct the vote through a secure and confidential online voting platform called Go Vote. The result will be declared following the ballot.



Your EA protects your wages, conditions and workplace entitlements, so it is important that members review the proposed agreement carefully.

The agreement will be approved only if a majority of employees who vote cast a “Yes” vote. The decision ultimately rests with employees.

What Is in the Offer?

Your ANMF bargaining team has been negotiating with Your Employer over the terms of the new EA.

The proposed agreement will operate for three (3) years.

While not all claims advanced by the ANMF were achieved, the bargaining process resulted in a number of improvements to wages and conditions. The ANMF acknowledges that the Your Employer engaged constructively throughout negotiations, and the process has established a stronger foundation for future discussions about workplace improvements.

Wage Increases and Allowances

The proposed wage increases are:

- **From the First Full Pay Period on or After (FFPPOA) 1 July 2026:**
3% or the percentage increase determined by the Fair Work Commission (FWC) in that year’s Annual Wage Review (whichever is higher).
- **FFPPOA 1 July 2027:**
3% or the Annual Wage Review increase.
- **FFPPOA 1 July 2028:**
3% or the Annual Wage Review increase.

In addition:

- The final tranche of the Aged Care Work Value Case wage increases for nurses will be applied in August 2026; and,
- The 2027 and 2028 wage increases will apply on top of these adjusted rates.



Allowances

The agreement also provides for improvements to allowances, including:

- All allowances to increase in line with the annual wage increases.
- Higher duties allowance payable for all time worked in the higher position.
- Preceptor allowance formally included in the list of allowances.

Improvements to Entitlements and Conditions

The proposed agreement also includes several improvements to conditions, including:

- Family and Domestic Violence Leave increased to 20 days paid (non-cumulative).
- Paid parental leave for direct care workers increased to 9 weeks, while nurses retain the existing 14 weeks paid parental leave entitlement.
- Superannuation paid on employer-funded parental leave.
- Ceremonial and cultural leave included in line with Award provisions.
- Staffing and Workload clause, enabling employees to raise concerns and require the Employer to genuinely consider staffing or workload issues; and,
- Up to 5 days paid “Special Leave” per year (non-cumulative) for genuine and unforeseen circumstances.

What Happens Next?

Voting for the proposed **Wynyard Care Centre (Synovum Care Group) Nursing & General Staff Agreement 2025** will begin shortly.

Every vote matters. The proposed agreement will only be approved if a majority of employees who participate vote “Yes”, so it is important that members review the agreement and take part in the ballot.

All employees who are covered by the proposed agreement will be eligible to vote.

How to vote. Eligible employees will receive instructions from Your Employer on how to access the **Go Vote online voting platform**.



Voting YES	Voting NO
If most (50%+) employees vote <u>YES</u>, then an application for approval will be made to the FWC within fourteen (14) days. If approved by the FWC, the agreement will become legally enforceable seven (7) days later.	If most (50%+) employees vote <u>NO</u>, then the EA will not be made, it cannot be approved by the FWC and it will not come into effect. The old EA will remain in force as is.
	A <u>NO</u> vote doesn't necessarily mean the end of the process. It indicates that the current proposal isn't acceptable to most employees, and further negotiation is needed.

Your ANMF North West organiser is available to answer any outstanding questions you have relating to the proposed agreement during the Access Period. If you have any questions or concerns, please contact the ANMF.

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
5 May 2026