



ANMF EA UPDATE 7

Tandara Lodge Community Care Inc. Bargaining Update – Meeting 1

Bargaining for your new Enterprise Agreement (EA) is now underway.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Tandara Lodge Community Care Inc. (your Employer) for the first bargaining meeting on Thursday 23 April 2026.

At this meeting, the parties:

- Confirmed a regular bargaining schedule (every second Thursday), and,
- Agreed on a structured approach to progressing key issues throughout negotiations.

Your Employer has also tabled its own Log of Claims (LoC) — outlining the changes it is seeking to the current agreement.

One significant proposal is to combine the existing agreements into a single EA. Your Employer has indicated this is intended to improve payroll efficiency. We will be examining this proposal closely to understand its full impact on members' classifications, conditions and entitlements.

In relation to wages, your Employer has proposed:

- An increase of 3% or the Fair Work Commission (FWC) Annual Wage Review outcome — whichever is greater.



While this retains an important “whichever is greater” safeguard, it is below the ANMF claim. We will continue to strongly advocate for wage outcomes that properly reflect your skills, workload and the cost of living.

At the next bargaining meeting, both parties will present detailed submissions on:

- Wages.
- Allowances.
- Key working conditions.

Your priorities, as identified through earlier engagement, will form the foundation of our advocacy.

Member Input – Critical to Next Steps

A key issue emerging in bargaining is how members would be positioned within a single agreement.

Our previous survey did not provide a clear or consistent direction. Without a strong and unified member position, we cannot confidently support significant structural changes to your agreement. To address this, we will be seeking your input again as bargaining progresses.

Key Updates

We are committed to keeping members informed throughout bargaining. While we won’t issue an update after every meeting, we will share all key developments and any matters that impact your pay, conditions or entitlements.

Your ANMF Bargaining Team – Tandara Lodge Community Care Inc.

If you would like more detailed information at any stage, please contact the ANMF team

membersupport@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
5 May 2026