

ANMF EA UPDATE 13

Southern Cross Care Tasmania

77% No

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) will be engaging with members to discuss the pathway to progress bargaining after a large majority of staff voted to reject Southern Cross Care Tasmania (SCCT) management's Proposed Agreement.

In the all-staff ballot:

- 74% of eligible staff voted; and,
- 77% voted No to the Proposed Agreement.

We are in a situation where a resolution to bargaining is overdue, backpay was on the table and delays mean you do not have that money in your bank accounts.

We will be talking to members about what improvements to the offer are required and the actions you are willing to take together to campaign to achieve those improvements.

Background to the Wages Offer

We will be talking to members about a pathway forward, taking into account the following contextual factors:

- SCCT already increased wages for staff other than nurses from Tuesday 1 July 2025 as required for award compliance.
- While minimum award wages in Australia will increase on **Wednesday 1 July 2026** in the Annual Wage Review, bargaining is necessary the path 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, consistent with Government funding guidance.

To date SCCT management has not listened to staff concerns about rising cost of living.

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 **Wednesday 1 July 2026** having regard to inflation.

Should you wish to provide any feedback at this stage, please contact the 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
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