

ANMF EA UPDATE 1

Huon Regional Care First Bargaining Meeting

On 29 April 2026 the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) met with Huon Care Management for a first bargaining meeting and discussed matters including wages and classifications. We will be seeking your feedback on the below.

Wage increases

Huon Care management has offered to increase your wages by the same percentage as the Fair Work Commission (FWC) decides to increase minimum wages in Australia each 1 July in the Annual Wage Review.

Management's offer would mean wage increases in the first full pay period on or after:

- 1 July 2026;
- 1 July 2027;
- 1 July 2028; and
- 1 July 2029

It will not be possible to determine your wage increases until the FWC hands down its decision in the Annual Wage Review each year. The Commission takes into account factors including inflation.

In relation to allowances, management indicated it would only increase allowances by the same amounts that the FWC increases award allowances. We are considering the impact.

Classifications and pay points

Management is proposing changes to the nurse classification structure that would reduce the number of pay points at each Level. For example:

- Enrolled Nurses (ENs) would go from having two pay points to only one pay point;



- Registered Nurse (RN) Level 1 employees would go from having eight pay points through which they advance annually to having:
 - a pay point for first year of employment;
 - a pay point for in excess of 1 year and up to 4 years of employment at the Level; and
 - a pay point for in excess of 4 years of employment at the Level.

Huon Care management stated employees would not be financially disadvantaged when translated to the new classification structure.

Huon Care management states that it is seeking consistency with recent changes to the Nurses Award. However, the ANMF considers the award is a minimum standard and it is open to agree alternative classification structures through enterprise bargaining.

Huon Care management also proposes that classification descriptors would rely on those in the Awards.

The ANMF intends to seek more information from Huon Care management as to the proposed pay points and will be seeking member feedback.

Agreement duration

Management proposes nominal expiry dates for the agreements of 30 June 2030. We seek your feedback on this.

Items where there is a level of agreement

Management indicated it already takes into account the experience of nurses registered in other countries.

In relation to ceremonial and cultural leave, management has not agreed to our claim for paid leave but has agreed to extend the entitlement to unpaid leave to a broader range of cultures.

Management is agreeable to providing for the ability for public holiday to be substituted for another day at the employee's request.

In relation to mandatory training, management has agreed that any mandatory training will be completed during rostered hours where reasonably practicable.

Management has agreed that when determining eligibility for overtime, overtime stands alone each day.

Management has proposed including a Telephone Duty Allowance in the General Staff Agreement of \$57.76 a day. An employee in receipt of the telephone duty allowance would need to be contactable by phone and would be paid the appropriate overtime rate for the time taken by the phone call.



Management agreed to include a commitment to continue to pass on work value wage increases arising from the Aged Care Work Value Case.

Items under consideration

Management is continuing to consider our claim to increase family and domestic violence leave to 20 paid days per year.

In relation to reproductive health leave, management is willing to offer a form of unpaid leave and is continuing to consider whether it may be able to offer any paid leave.

Management is open to considering the following:

- a clause that would provide for regular clinical staff meetings;
- including a minimum shift length of four hours - this will be subject to further discussion; and
- reviewing the union delegates rights clause.

Our claims that are yet to be agreed

Huon Regional Care management is yet to agree to many of the ANMF's claims, including:

- Commitments in the agreement to care minutes and staffing ratios;
- Better workload protections, including the right for an employee to initiate a workload review;
- Increases to paid parental leave; and
- Lactation and express breaks and appropriate facilities in the agreement.

Management indicated our claims for professional development and study leave will require further discussion.

Next steps

Your ANMF Bargaining Team will be seeking further information from Huon Care management on items where management's position is not yet sufficiently clear.

We will also be engaging with Huon Care management on items that require drafting.

- If you have any immediate feedback, please email the ANMF Organiser Avril Cooper at Avril.Cooper@anmftas.org.au

We expect the next bargaining meeting to occur in around two weeks' time.



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