

ANMF EBA UPDATE 5

Nurses and Midwives Public Sector Agreement 2026

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) attended bargaining yesterday, ready to progress members' claims on time and without delay. The ANMF's approach today reflected the level of professionalism nurses and midwives expect in negotiations of this importance, and the seriousness with which we represent the profession on behalf of members.

At today's meeting, the ANMF presented a detailed and structured briefing on the ANMF Log of Claims (LoC) up to and including claim item 10 and the Department of Education, Children and Young People (DECYP) Claim. While the previous meeting marked the formal commencement of claim presentations, the ANMF used today's session to clearly outline the development of the LoC, the extensive member engagement that informed it, and the rationale underpinning each claim.

ANMF LoC – Member-Driven and Evidence-Based

The ANMF outlined how the LoC was developed through multiple member surveys, delegate consultation and direct engagement with nurses, midwives and Assistants in Nursing (AINs) across all practice areas. The claims reflect issues that are widely and deeply felt by members and are intentionally structured to ensure each issue receives the attention and importance it warrants.

The ANMF emphasised three overarching themes driving the claims:



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- **Staffing and Workloads** – including safe nurse and midwife workloads, nurse-to-patient ratios, and workforce investment, noting that excessive workloads are linked to poorer patient outcomes and increased mortality.
- **Valuing Nurses and Midwives** – recognising the expansion of roles, professional scope, and the ongoing undervaluation of a predominantly female workforce and the need to address the gender pay gap for nurses in Tasmania.
- **Protecting Workers** – addressing workplace health and safety, occupational violence, exposure to hazards, and the vulnerability many members feel in their roles when it comes to occupational hazards.

The ANMF highlighted that nursing and midwifery, as female-dominated professions, have historically been undervalued and underpaid. Evidence was presented demonstrating the persistent gender pay gap, limited representation in senior management, and the moral injury experienced by nurses and midwives, particularly following COVID-19 and in the current context of understaffing and clinical acuity. The ongoing exposure to violence and aggression, especially in Emergency Departments (EDs) and mental health settings, was raised alongside the consequences of inadequate post-incident support and debrief.

Key Claims Progressed

DECYP – Claim 63

The ANMF presented claims seeking parity for nurses and midwives working in DECYP, including:

- An additional annual leave entitlements in line with social workers and psychologist, for nurses working in similar roles.
- Salary packaging parity with other Tasmanian Health Service (THS) professional working in DECYP.

Members outlined the recruitment and retention disadvantage currently faced due to these inequities, contributing to turnover and workforce instability.



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Wages – Claim 1

The ANMF reinforced that wages must reflect role expansion, professional scope and workforce demands, and that addressing the gender pay gap is a public interest issue. Evidence was presented highlighting:

- Tasmania's nurses now sitting at the lower end of national wages.
- The widening gender pay gap over time.
- The importance of wages in retention, with over 70% of members identifying wages as a top priority.

The ANMF also referenced recent interstate wage outcomes, including recent developments in NSW.

Payroll and Late Payments Claim 2

The ANMF raised serious and ongoing concerns regarding late, incorrect and missing wage payments. Members' experiences of financial hardship and distress were highlighted, with the ANMF reiterating that workers should not have to chase pay they have already earned.

Leave and Family-Focused Claims, Claims 3,4,5, 6 and 7

The ANMF progressed a number of claims modernising leave provisions, including:

- Improved parental leave to support mother and child. 20 week primary carer, 8 weeks secondary care giver.
- Reproductive health leave covering a wide range of reproductive health needs. 15 days leave per year.
- Breastfeeding and expressing provisions of an additional break every 4 hours, including guaranteed suitable, safe, private and accessible facilities for breastfeeding and expressing.
- Leave sharing and donation provisions.
- An increase in family violence leave to 25 days to ensure safety, support and access to support services.



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Nurse-to-Patient Ratios – Claim 8

The ANMF reiterated that nurse-to-patient ratios were agreed in principle in the previous agreement and should be implemented, not reframed as a new claim that requires costing. Issues raised included:

- Delays of up to two years in implementation.
- The need for a Tasmania-specific ratio model.
- The importance of counting babies in maternity ratios, noting increased acuity and workload demands in this environment.

The ANMF confirmed that members strongly prefer a ratio-based model, consistent with other jurisdictions.

Associate Nurse unit Manager (ANUM)/Associate Midwifery unit Manager (AMUM)

Supernumerary – Claim 9

The ANMF sought supernumerary ANUM/AMUM roles across all settings, including Community Nursing, Mental Health and District Hospitals. Evidence was presented demonstrating improved patient outcomes, reduced adverse events, and strengthened patient flow when leadership roles are indirect.

Backfill and Higher Duties – Claim 10

The ANMF presented strong evidence on the systemic failure to backfill leave, including annual, parental, long service, workers compensation and professional development leave. Members described the impact on overtime, double shifts, fatigue, skill mix and anxiety around taking leave for fear of not being backfilled.

The ANMF reinforced that:

- All leave must be backfilled to maintain safe staffing and ratios.
- Higher duties allowances must apply from day one of a leave period when acting up in a higher capacity.
- Existing relief factors are insufficient.



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Next Steps

The ANMF will continue to progress the LoC in next week's bargaining meeting, ensuring each claim is advanced with evidence, member experience and professional integrity. Claim items 10 to 54 will be presented next week in the interim if you have any queries, please do not hesitate to contact our Member Support Team, via membersupport@anmftas.org.au or on (03) 6223 6777 or 1800 001 241 if outside of Hobart.

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
6 May 2026

