



ANMF EA UPDATE 14

Southern Cross Care Tasmania Pathway Forward

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has written to Southern Cross Care (Tas) (SCCT) regarding the pathway to resolve Enterprise Agreement (EA) bargaining after a majority of staff voted to reject the proposed agreement that SCCT put forward.

We have conveyed that members are strongly of the view that the wages offer was inadequate.

Our approach is future focused, aimed at achieving a timely resolution so that you receive the benefits.

The Fair Work Commission (FWC) will hand down its decision in this year's Annual Wage Review in a matter of weeks. This will take into account inflation and the recent sharp increases in living costs facing all workers.

The best commitment SCCT management could provide in bargaining would be that wage increases for all employees will increase by the same percentage increase as the FWC decides in Annual Wage Reviews. This would apply to the wage increases on 1 July 2026, 1 July 2027 and 1 July 2028.

On this basis, we requested SCCT retain the existing offer of 2% wage increase from December 2025 and improve the offer in each other year to match the percentage increases in the FWC's decisions in the Annual Wage Review. Where employees are paid above award, this would maintain their above-award relativity.

SCCT management increased wages for employees other than nurses by 3.5% from 1 July 2025 and the 2% on offer from December would lift these employees above award.



On behalf of our nurse members, the ANMF has conveyed that it is very unfair that nurses went without a wage increase on 1 July 2025. Our proposal would have the benefit of preventing that situation from recurring.

The proposal outlined above would be in addition to SCCT including a commitment in the EA to honour work value wage increases arising from the Aged Care Work Value Case.

We indicated that if bargaining cannot be resolved in coming weeks, it would be reasonable for members to escalate campaigning and possibly look to revisit the scope of the proposed agreement.

The ANMF will be talking to members further about the possible outcomes of this year's Annual Wage Review and what this means for bargaining.

If you have any immediate feedback, please email ANMF Member Support Team at 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
14 May 2026