

ANMF EA UPDATE 4

Melaleuca Home for the Aged First Bargaining Meeting Held

The first Enterprise Agreement (EA) bargaining meeting involving the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF), Melaleuca Home for the Aged (your **Employer**), and other bargaining representatives was held on Tuesday 5 May 2026.

The meeting was constructive and respectful, with both parties presenting and discussing their respective Logs of Claims (LoC) for a proposed new EA.

Importantly, the ANMF bargaining team advanced a number of member-focused claims aimed at improving staffing arrangements, workload management, and fairness for employees across the workplace.

Key ANMF Claims Raised

The ANMF LoC included proposals seeking:

- Permanent part-time employees to have a **first right of refusal for additional shifts** before external or agency engagement.
- The introduction of a **staff availability call sheet** to improve transparency and fairness when filling shifts.
- Improved protections and responses regarding **short staffing and poor skill mix rostering arrangements**.
- Additional recognition and protections where employees are required to work in circumstances involving ongoing staffing deficiencies.

Employer Response

Melaleuca advised that it considers the proposed staff availability call sheet to be an “internal operational matter” and has indicated it does not currently support the proposal.

The Employer also advised it does not wish to introduce:

- Time off in Lieu (TOIL) or additional annual leave accruals connected to short staffing events; or,
- Improvements to the current workload management provisions dealing with short staffing and inadequate skill mix arrangements.

Wage Offer

At this early stage, Melaleuca has proposed wage increases of:

- **2.5% per year over the next three years**, or,
- The **Annual Fair Work Commission (FWC) Wage Increase**, whichever is greater.

Positively, this means employees would receive the higher of the two outcomes each year. Members should note that the FWC is expected to determine a new minimum wage increase effective from **1 July 2026**.

We Want to Hear from Members

The next bargaining meeting is on **Thursday 28 May 2026**. If you have concerns about the wages position or your Employer’s refusal to strengthen and hardcode improved workload and staffing protections into the EA, it is important that you **contact the ANMF before** this date so your views can be considered before any next steps are taken.

- Would you accept wage increases at this level?
- Do you believe stronger staffing and workload protections should remain a priority?
- What issues are most important to you in this bargaining process?

Your feedback will help guide the ANMF bargaining team as negotiations continue.

The ANMF will continue advocating strongly for meaningful improvements to wages, staffing, workload protections, and working conditions, and we will keep members updated throughout bargaining.



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
20 May 2026