



ANMF EA UPDATE 11

Calvary Health Care Tasmania Proposed Agreement Going to a Vote

Calvary Health Care Tasmania (CHCT) has opened an Access Period ahead of voting on the proposed Nurses and Midwives Enterprise Agreement (EA).

You are overdue for a wage increase from 1 July 2025 and, as a result, significant backpay is on the table.

In May 2026 CHCT improved the wages offer, including significant uplifts for most classifications from 1 January 2027, however, a number of conditions items identified by members as important remain unresolved.

In recent Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) surveys the conditions on offer have received mixed feedback and the ANMF encourages all members to assess the offer carefully and have your say in the ballot.

Wages Offer Tabled in May 2026

The proposed EA reflects the wages offer Calvary Health Care tabled last month.

The wages offer features:

- A 3% wage increase from 1 July 2025, to come in the form of backpay.
- A 3.5% wage increase from 1 July 2026.
- Wage adjustments from 1 January 2027 based on alignment with Healthscope Tasmania that vary considerably depending on classification level, but for most pay points will be between 2% and 4%; and,
- A 3% wage increase from 1 January 2028.



New Registered Nurse Level 1 Pay Point

The wages offer also includes a new top pay point at Registered Nurse (RN) Level 1. The new pay point for RN Level 1 8th year of service would be set at approximately 0.8% above the rate for RN Level 1 7th year of service. The rate attached to the new pay point would be \$56.34 from 1 January 2027.

- We have asked CHCT for more information as to how many RN Level 1 employees will be eligible to move to this new pay point on 1 January 2027.

You can view the ANMFs' Analysis of the proposed wages table and percentage increases at the following Link:

<https://anmftas.org.au/pdf/ANMFAnalysis-CalvaryImprovedOfferPercentages.pdf>

Length of Agreement

The proposed agreement would have a nominal expiry date of 1 January 2029. It should be noted that the agreement would have a full 12 months to run after the 1 January 2028 wage increase.

Unresolved Conditions Issues

As reported in our previous EA updates, CHCT has refused to agree to most of the ANMF's conditions claims, including the following items identified by members as important:

- CHCT proposes to retain the current higher duties clause whereby employees will have to work for 5 or more consecutive days to be paid the higher duties allowance.
- Only RN and Enrolled Nurse (EN) employees who have successfully completed the approved CHCT Preceptor Program and have the Director of Clinical Services approval will be paid the Preceptorship Allowance.
- CHCT has refused to agree to our claim to increase the amount of employer paid parental leave. The entitlement would remain at 14 weeks for the primary carer and 2 weeks for the supporting partner.

Other issues we would flag are:

- CHCT has deleted the clause that provides for a 20-minute paid meal break when required to work overtime. CHCT intends to instead rely on the overtime meal allowance to compensate employees.
- CHCT has changed the clause dealing with mandatory training to permit training time to be paid at the employees' ordinary hourly rate, for both:



- On-site training that occurs outside the employees' ordinary rostered hours; and,
- E-learning modules.
- ANMF members rostered On-call in Theatre and Endoscopy raised concerns with how weekend on-call periods are being counted for the purpose of eligibility for the extra week of annual leave in clause 4 of Schedule 1 of the Agreement. CHCT management is refusing to accept that members perform multiple on-call periods over a single weekend, and that each period should be counted towards the extra week of annual leave.

Voting Process

CHCT is proceeding according to the following timetable:

- Voting opens: **0800hrs Tuesday 16 June 2026.**
- Voting closes: **1600hrs Friday 19 June 2026.**

CHCT has engaged a voting company to conduct the ballot. The company is called Elections Australia.

CHCT advises that employees will receive an email from Elections to your Calvary and personal email address with a link to the voting page.

If you do not receive the voting instructions from Elections Australia by the time the ballot opens, please let us know.

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
19 June 2026