

ANMF EA UPDATE 8

Tandara Lodge Community Care Inc. Bargaining Continues to Make Positive Progress

Yesterday, Thursday 18 June 2026, marked the fourth bargaining meeting between the parties in negotiations for your new Tandara Lodge Community Care Inc. (**your Employer**) Enterprise Agreement (EA).

The bargaining process has involved your Employer grouping claims raised by the parties into broader themes, with each theme becoming the focus of a bargaining meeting. While this approach can be slower than addressing individual claims one by one, it allows each proposal to be properly considered, discussed respectfully and assessed in the context of the agreement as a whole.

Where are we up to?

The parties have reached agreement in principle on a number of important improvements to wages and conditions, including:

Wages

- A 3% wage increase or the Fair Work Commission (FWC) Annual Wage Review increase, whichever is greater.
- As members will be aware, the FWC has recently announced a 4.75% increase, meaning the "whichever is greater" protection is already delivering a better outcome than the Employer's base offer.

Improved Conditions

- Public holiday penalties increased from 200% to 250%, bringing the agreement into line with the modern award.



- Casual employees to receive overtime rates plus casual loading when working overtime.
- Removal of the current requirement to take a minimum of one week's annual leave before annual leave penalties apply.
- Personal leave notification requirements reduced from 24 hours' notice to "as practicable", providing greater flexibility when illness or unexpected circumstances arise.
- Higher Duties Allowance to be paid for all time worked in a higher duty for both Registered Nurse (RN) Level 1 and RN Level 2 employees.
- Broken Shift Allowance updated to reflect modern award standards.
- Introduction of a new Preceptor Training Allowance.

Understanding the Trade-Offs

As with any EA bargaining process, achieving improvements in some areas often requires compromise in others. The ANMF's focus remains on securing an overall package that leaves members better off.

The key trade-offs currently under discussion are:

- The nursing Uniform Allowance being aligned with the allowance applying to general staff, with payment made on a per-shift basis rather than being calculated on the number of shifts worked.
- Removal of the current entitlement for shift workers to receive an additional payment when they are not rostered to work on a public holiday.

While these proposals represent concessions, they must be considered alongside the significant gains achieved in wages, penalty rates, leave provisions, overtime arrangements and allowances. Importantly, bargaining is not yet finalised and discussions continue.

What Happens Next?

A number of claims remain outstanding and further bargaining meetings have been scheduled.

We will continue to advocate for members' interests and assess all proposals against a simple principle:
does the overall package leave members better off than they are today?



While bargaining meetings are held regularly, we do not intend to issue an update after every meeting. Instead, members will receive updates on the key developments, agreements and proposals that have a meaningful impact on your wages, conditions and workplace rights.

As always, member feedback remains critical to our bargaining position. If you have questions or views on the proposals discussed above, we encourage you to contact the ANMF.

Your ANMF Bargaining Team – Tandara Lodge Community Care Inc.

If you would like more detailed information at any stage, please contact the ANMF team via email 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
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