

## ANMF EA UPDATE 6

### Mary Ogilvy Improved offer!

After members sent a clear and united message to Mary Ogilvy management, management has improved its Enterprise Agreement (EA) bargaining offer.

Mary Ogilvy management intends to move like lightning to give effect to this offer, indicating that if a majority of staff vote in favour of the proposed agreement, it will start paying the new wage rates effective from **Monday 6 July 2026**.

#### Nurse Wages Increases

On Thursday 25 June 2026 Mary Ogilvy improved the wage offer for nurses. The Monday 15 June 2026 offer was 3% wage increases each year. The wage offer for nurses is now:

- 3.5% from 1 July 2026.
- 3.15% from 1 July 2027.
- 3.15% from 1 July 2028; and,
- 3.15% from 1 July 2029.

#### General Staff Wages Increases

Mary Ogilvy management is matching Annual Wage Review decisions for care workers and other general staff.

The offer for general staff, is

- 4.75% from 1 July 2026.
- 3.15% from 1 July 2027, or the Annual Wage Review percentage increase, if greater.
- 3.15% from 1 July 2028, or the Annual Wage Review percentage increase, if greater; and,
- 3.15% from 1 July 2029, or the Annual Wage Review percentage increase, if greater.



### *Interaction With Work Value Wage Increases*

Nurses are due to receive the final instalment of work value wage increases from the Aged Care Work Value Case in the Fair Work Commission (FWC) in August 2026. The work value wages increases are the subject of dedicated funding from the Australian Government.

### **Nominal Expiry Date**

Mary Ogilvy management proposes that the agreement have a nominal expiry date of 1 July 2030.

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team has pressed hard for a shorter agreement. However, Mary Ogilvy management has refused to budge from the offer of a 4-year agreement.

### **Classifications and Pay Points**

Management initially proposed not to retain the pay point for Registered Nurse (RN) Level 1 8<sup>th</sup> year of service which is included in the current agreement. Management indicated it would 'grandfather' the wages of the employees on this pay point (currently \$ 57.55 an hour).

On Thursday 25 June 2026 management agreed to the ANMF's request to retain the pay point currently applicable to RN Level 1 8<sup>th</sup> year of service. This would become the new pay point for nurses with in excess of 4 years of service. This is a significantly better outcome. Nurses currently on RN Level 1 5<sup>th</sup> year of service and above will automatically move to this pay point. This will mean significant additional wage increases for some nurses.

The ANMF considers this one of the most favourable possible approaches to nurse pay points achieved in circumstances where the employer is inclined to mirror recent changes to the award.

### **Conditions Wins**

Mary Ogilvy management has agreed to allow public holiday substitution, where agreed by the individual employee and employer.



Management proposes that nurses would be eligible for the ‘buddy shift’ arrangements. On Thursday 25 June 2026 Mary Ogilvy management agreed to increase the compensation for a buddy shift so that employees are provided with either \$10 per shift or meal vouchers for a buddy shift.

#### *Part-Time Hours*

Mary Ogilvy management has agreed not to change the clause dealing with how part-time employees agree to their regular pattern of work.

#### *Consultation on Major Change*

Mary Ogilvy management has agreed not to change the consultation clause.

You can read our detailed Summary of Negotiations at the link below:

<https://anmftas.org.au/pdf/20260626ANMFSummaryofNegotiationsMaryOgilvy.pdf>

These are the wins that we have achieved by members through working together as a collective force – we are stronger together!

#### **Next Steps**

Mary Ogilvy management considers bargaining is now at an end and proposes to very quickly arrange an all staff ballot on the proposed agreement.

If a majority of staff vote in favour of the proposed agreement, Mary Ogilvy would apply to the FWC to have the agreement approved.

Mary Ogilvy management has agreed that if a majority of staff vote in favour of the proposed agreement, it will start paying the new wage rates effective from **Monday 6 July 2026**, i.e. it will not wait for formal FWC approval.

The ANMF is pleased that members have achieved improvements to the offer. Noting the urgency, we will be testing member views on the offer in coming days.



**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  
30 June 2026