



ANMF EA UPDATE 15

Calvary Health Care Tasmania Revote

Voting starts on **Wednesday 1 July 2026** on Calvary Health Care Tasmania's (CHCT's) revised Nurses and Midwives Enterprise Agreement (EA) that does not have the improved Sunday penalty rate which formed part of the agreement previously voted on.

CHCT is refusing to honour the agreement as put to members and endorsed and has therefore arranged a revote.

Disappointingly, CHCT is asking members to vote again on a revised agreement excluding the 200% Sunday penalty rate and retaining a 175% Sunday penalty rate.

In the event of a majority "yes" vote in this ballot, the next step will be for CHCT management to apply to the Fair Work Commission (FWC) for approval of the agreement. During the approval process the ANMF will seek the FWC's views on the validity and implications of the revote process.

In the event of a majority "no" vote, the ANMF will talk to members on an urgent basis about the actions they willing to take to achieve improvements to the agreement in a timely manner. The ANMF's assessment is that it will take more than a "no" vote to shift management's position on the Sunday penalty rate.

Key Points about the Proposed Agreement

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.



At the conclusion of bargaining meetings, a number of conditions, items identified by members as important, remained unresolved.

Given there are pros and cons to the proposed agreement, the ANMF continues to encourage all members to assess the offer carefully and have your say in the ballot.

Wage Offer Tabled in May 2026

The wages offered are:

- 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 for Registered Nurse (RN) Level 1. The new pay point is 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.

You can view the ANMF's analysis of the proposed wages table and percentage increases at the link below:

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

Length of Agreement

The proposed agreement would have a nominal expiry date of 1 January 2029.

Unresolved Conditions Issues

As reported in our previous Enterprise Agreement (EA) updates, CHCT has refused to agree to most of the ANMF's conditions of claims.



CHCT has insisted on the following:

- 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.
- CHCT is insisting on medical evidence for personal leave days that are a public holiday, rostered day off or annual leave.

Revote Timetable

CHCT is proceeding according to the following timetable for the revote:

- Voting opens: **0900hrs on Wednesday 1 July 2026.**
- Voting closes: **1500hrs on Friday 3 July 2026.**

CHCT has re-engaged the company called Elections Australia to conduct the electronic ballot.

CHCT advises that employees will receive an email from Elections Australia 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.

You can read our Summary of Negotiations via the link below:

<https://anmftas.org.au/pdf/20260630ANMFSummaryofNegotiationCHCT.pdf>

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