

ANMF EA UPDATE 8

Mary Ogilvy Pay Translation Tables

Mary Ogilvy management has opened an Access Period for staff to consider the proposed agreement prior to a formal all-staff ballot.

Mary Ogilvy management has provided Pay Translation Tables showing how employees will move to the new classification and pay point structure.

Care Worker Classifications and Pay Points

As previously reported, on Monday 6 July 2026 Mary Ogilvy management updated its offer for care workers by putting forward a more sophisticated classification structure.

The classifications are proposed to be consistent with the Age Care Award which includes classification levels for:

- Direct Care – Qualified (required to hold a Certificate III).
- Direct Care – Senior (4 years' experience classified at level 3); and,
- Direct Care – Specialist (required to hold a Certificate IV).

August Nurse Work Value Increases

Mary Ogilvy management has agreed to the ANMF's request to include in the agreement a commitment to continue to follow government funding guidance for the work value wage increases arising from the Aged Care Work Value case run by the ANMF in the Fair Work Commission (FWC).



Translation Tables

Mary Ogilvy has provided Pay Translation Tables to show how staff will translate to the new classification structures.

The ANMF has set out extracts relevant to nurses and care workers, which you can view at the link below:

<https://anmftas.org.au/pdf/ProposedClassificationsandPayPoints.pdf>

You can also continue to view the ANMF's Summary of Negotiations at the link below:

<https://anmftas.org.au/pdf/20260707ANMFSummaryofNegotiationsMaryOgilvy.pdf>

Next Steps

Before an all-staff ballot, the Fair Work Act requires an Access Period in which staff may consider the proposed agreement.

Mary Ogilvy management advises that the Access Period opened on Wednesday 8 July 2026.

Mary Ogilvy management is working towards the following voting period:

- Voting Opens: **0700hrs on Thursday 16 July 2026.**
- Voting Closes: **1600hrs on Friday 17 July 2026.**

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 to the ANMF's request that if a majority of staff vote in favour of the proposed agreement, it will start paying the new wage rates effective for the pay period commencing on 6 July 2026, i.e. it will not wait for formal FWC approval.

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

10 July 2026