

ANMF EBA UPDATE 14

Public Sector Bargaining Update

Ratios, Skill Mix, Work Health & Safety and Leave Claims

There is emerging support by your employers' representatives around the bargaining table for legislated nurse-to-patient ratios and counting the babies – but no authority has yet been given to reach a concrete agreement.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) made clear it will not move into working groups without a genuine commitment to legislate and count the babies, and this matter has now been referred to Public Sector Industrial Relations Committee (PISERC) for approval, with the next meeting in one month.

ANMF officials and delegates met with the employer this week to continue detailed discussions across the Log of Claims (LoC).

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At a Glance

Claim / Issue	Employer Position	ANMF Response / Next Step
Ratios and Counting the Babies	In-principle support around the table for legislating ratios and counting the babies, but no authority to reach a concrete agreement.	The ANMF held firm and declined to enter working groups without prior agreement to legislate and count the babies. Matter referred to PISERC, next meeting in one month.
Endorsed Credentialed Midwife and Nurse Prescriber Allowances	General recognition and support for the claims around the table.	The ANMF awaiting formal agreement.
Grade 4 Application Process	Work already commenced to streamline the process.	The ANMF to monitor progress and report back.
Professional Development Allowance	Still under discussion.	The ANMF is firm that any allowance must be paid directly to members, not rolled into base salary.
Higher Duties Allowance	Discussed – payable from the first day higher duties are undertaken.	The ANMF pressing for this to be confirmed in agreement wording.
Occupational Violence	Impact on nurses and midwives acknowledged.	The ANMF pressing the onus onto the employer to provide

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Claim / Issue	Employer Position	ANMF Response / Next Step
		protections equal to those offered to other workers.
Lead Apron Breaks	Strong case presented by delegate.	The Employer has agreed to this claim
Designated Work Groups and Health and Safety Representatives (HSR) Transparency	Agreement to support the claim.	Transparency on HSR identities, work groups and hazard/Work Health and Safety (WHS) reporting to be progressed.
Day Worker Overtime Rate	No appetite to move away from standard Public Sector provisions.	The ANMF provided compelling real-world examples of pay inequity; will continue to advocate strongly.
Car Parking Safety	Discussed at length.	The ANMF pushing for safety issues to be addressed - dedicated/priority parking, 24/7 vehicle escorts, adequate lighting and breaks to move vehicles.
Annual (Recreation) Leave	Discrepancy with other Public Sector workers raised.	The ANMF is pressing for an increase; this is separate from the Personal Impact Days claim.

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Claim / Issue	Employer Position	ANMF Response / Next Step
Personal Impact Days	Raised as a distinct, standalone matter.	The ANMF awaiting formal response.
Burnout Mitigation	Rising double shifts, overtime and sick leave numbers raised.	The ANMF pressing employer to implement concrete mitigation strategies.
Break Between Shifts (10 hours)	In-principally supported.	Work to operationalise this is underpinning a final agreement.
Flexible Working Arrangements	Employer proposes broader Public Sector award/agreement modernisation will cover this.	The ANMF maintains the need for nurse/midwife-specific FWA provisions in the Agreement itself.

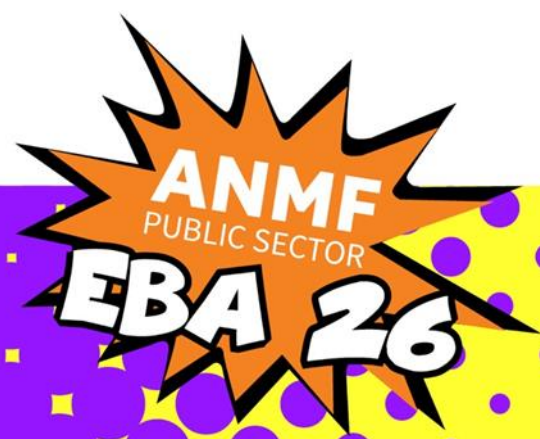
Skill Mix and Classification

Endorsed Credentialed Midwives & Nurse Prescribers

There was overall understanding and recognition around the table to support the ANMF's claim for an allowance for endorsed credentialed midwives and nurse prescribers. However, formal agreement on these matters is still awaited.

Grade 4 Application Process

The Grade 4 application process was discussed, and work has already commenced by the employer to make this process more streamlined.



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Professional Development

Professional development was again discussed. The ANMF maintained its clear position that we do not want an allowance rolled into base salary. Members have told us clearly that they want a standalone allowance paid to them directly, so it can genuinely be used for professional development.

Higher Duties Allowance

There were discussions on higher duties allowances being paid from the first day a member takes on those duties, rather than after a qualifying period.

Work Health and Safety

Occupational Violence

Occupational violence was discussed at length, including the ongoing impact it continues to have on nurses and midwives in workplaces across the state. The ANMF advocated strongly that the onus must sit with the employer to provide protections for our members that align with protections already offered to other workers.

Lead Apron Breaks

Our North West Regional Hospital (NWRH) HSR delegate articulated this claim extremely well, providing clear and compelling reasoning as to why these breaks are needed. Members carrying up to 8% of their own body weight in lead – often for significant lengths of time – face considerable physical pressure, and this claim seeks to properly recognise and manage that risk.

Car Parking Safety

Safety matters relating to car parking were raised and discussed at length. The ANMF advocated strongly for safety measures particularly for members who work outside daylight hours, including dedicated and priority

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parking (which needs to be expanded), breaks that allow members to move their cars, 24/7 escorts to vehicles, adequate lighting, and a range of other practical safety measures.

Burnout Mitigation

Burnout mitigation was discussed, with the ANMF continuing to press that double shifts, overtime and sick leave numbers for nurses and midwives are excessive and continue to increase year upon year. The ANMF was clear that the employer needs to implement genuine strategies to address the workplace burnout we are seeing across the system.

Leave

Annual leave was discussed, with ANMF delegates raising the discrepancies between nurses and midwives and other Public Sector workers. Members were clear that nurses and midwives need an increased level of annual leave to enable them to properly enjoy time away from work with their families.

The ANMF made it very clear that our claim for Personal Impact Days is a separate matter entirely. These days are intended to provide support and time away from the workplace to recover following significant events, and should not be confused with, or absorbed into, the annual leave discussion.

Overtime and Pay Equity

The ANMF's claim for a day worker overtime rate was raised. We were advised there is currently a lack of appetite to move away from standard Public Sector provisions. However, ANMF delegates from the North West were extremely convincing in providing real examples where two members can work alongside each other, completing overtime on the very same task, yet be paid at different rates. This is unfair and unreasonable, and the ANMF will continue to advocate strongly on this issue.



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Flexible Working Arrangements

The ANMF advocated strongly for flexible working arrangements to support what is a heavily female-dominated workforce, who often hold the primary responsibility for caring responsibilities within their families.

The employer's position is that broader modernisation of the award and agreement for all Public Sector workers' flexible working arrangements would cover this. The ANMF made it very clear that members are often seeking the ANMF's support to facilitate discussions once a request for an altered working pattern or hours of work is not supported by management.

The ANMF is seeking specific flexible working arrangements that are unique to nurses and midwives and their workplace conditions, embedded directly into the Agreement. This will enable members to return to work and balance caring responsibilities or other outside-of-work needs, rather than losing experienced members from specific wards and units. Instead, these members should be supported to continue contributing meaningfully to their workplace.

Not an ANMF Member yet?

The ANMF is the only union that employs nurses and midwives to represent nurses and midwives. Your membership dollars are invested solely in advocating for your profession – not divided across multiple health professions. Join the largest nursing and midwifery voice in Tasmania and stand with thousands of nurses and midwives fighting for better pay, safer staffing and stronger workplace protections. Join ANMF today.

Bargaining continues and the ANMF will keep members informed as negotiations progress.

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The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives 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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