



ANMF EA UPDATE 17

Calvary Health Care Tasmania Giving Effect to the Agreement

Calvary management has indicated when it will give effect to the new wage rates and backpay following the Fair Work Commission's (FWC) approval of the *Calvary Health Care – Tasmania Private Hospitals –Nurses and Midwives Enterprise Agreement 2025 – 2028*.

Calvary management has stated the key dates will be as follows:

- New wage rates will take effect in the pay cycle from **Monday 24 August 2026 to Sunday 6 September 2026**, with pay for that cycle scheduled to be paid on **Thursday 10 September 2026**.
- Backpay will be processed as a separate pay run on **Tuesday 15 September 2026**.

As previously reported, the agreement operates from **Tuesday 11 August 2026** and has a nominal expiry date of **1 January 2029**.

As a result of Calvary management's delays in bargaining, the backpay will be substantial for eligible employees. This is because the agreement includes wage increases effective from the first full pay period on or after 1 July 2025 and 1 July 2026.

The agreement states at clause 13.1(b) that backpay arising from the implementation of this agreement does not apply to employees who had ceased employment prior to the operative date specified above.

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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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