



ANMF EA UPDATE 19

Southern Cross Care Tasmania Giving Effect to the Agreement

After the *Southern Cross Care (Tas) Inc Staff Enterprise Agreement 2025* was approved by the Fair Work Commission (FWC), the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has followed up with Southern Cross Care Tasmania (SCCT) management as to when it will give effect to the new wage rates and backpay.

SCCT management has indicated it will adjust wage rates from **Thursday 20 August 2026**. You should see the increased wage rates in your pay slip for the subsequent period.

SCCT agreed to facilitate the sign-on payment and back pay as off-cycle payments, meaning that they will be paid separately from normal pay cycles. This should have the benefit of less tax being taken out at the time of each payment.

SCCT management has advised that it will:

- Pay backpay of the 3% from December 2025 as a separate payment on **Thursday 27 August 2026**.
- Pay the sign on payment and backpay of the 3.5% from July 2026 as a separate payment on **Thursday 10 September 2026**.

Significantly for nurses, a work value wage increase for nurses is due from the first full pay period on or after 1 August 2026. This is the final instalment of wage increases arising from the Aged Care Work Value Case in the FWC. As with previous rounds of work value wage increases, these have been separately funded by the Australian Government.



The ANMF expects SCCT management to fully pass on the work value wage increases, in addition to the wage increases provided for under the enterprise agreement. We are seeking information from SCCT management to confirm this.

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
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