

ANMF EBA UPDATE 15

Public Sector

Bargaining Moves to Weekly Negotiations as the ANMF Pushes for Better Wages and Conditions
Delegates Take Member Claims to the Bargaining Table

Summary for Members

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) delegates have now commenced formal negotiations with the Department on a new Public Sector Agreement, following the Log of Claims (LoC) presentations. During bargaining, delegates strongly advocated for member claims relating to Mental Health, Caseload Midwifery, District Hospitals, Department of Education Children and Young People (DECYP) and Ambulance Tasmania. The ANMF also made it clear that wages remain members' number one priority and that the wage offer put to other Public Sector workers will not be enough for nurses and midwives. Tasmanian nurses and midwives are already estimated to be between 9% and 16% behind interstate colleagues, depending on classification level. Bargaining has now moved to weekly negotiations, including detailed discussions on drafting and agreement wording, which the ANMF welcomes as an important step towards progressing the Enterprise Bargaining Agreement (EBA) process.

What Happened at Bargaining?

The ANMF attended bargaining with ANMF delegates to discuss specific member claims relating to Mental Health, Caseload Midwifery, District Hospitals, DECYP and Ambulance Tasmania.



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These claims were strongly advocated for, with delegates clearly explaining why they are fundamentally important for members who work within these very unique circumstances. Delegates spoke directly to the practical realities members are facing and the need for targeted improvements that recognise the pressures in these areas.

Formal Negotiations Have Commenced

The second day of bargaining marked an important step in the process, with negotiations formally commencing between the parties. Discussions have now moved beyond the presentation of claims and into detailed discussions about proposed wording and drafting for the agreement.

The ANMF welcomes the move to weekly bargaining meetings. More frequent negotiations should assist the parties to progress the EBA process and work through the significant issues that remain outstanding.

Members Have Been Clear That Wages are the Top Issue

The ANMF strongly put to the Department that members have made it very clear that wages are their number one issue. Members have told us that pay is a major reason why services cannot recruit, fill vacancies and safely staff rosters.

We told the Department that members are regularly working short staffed and that the wages offer put to other Public Sector workers will not cut it for nurses and midwives.

The ANMF also highlighted that Tasmanian nurses and midwives are already estimated to be between 9% and 16% behind interstate colleagues, depending on classification point. Closing that gap remains a key priority in these negotiations.



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Key Steps in the Process

Step	What it Means for Members
Claims Advocated	Delegates strongly put forward member claims for Mental Health, Caseload Midwifery, District Hospitals, DECYP and Ambulance Tasmania.
Negotiations Commenced	The second day of bargaining moved the process into formal negotiations, including discussions about wording and drafting.
Wages Prioritised	The ANMF told the Department that wages are members' top issue and are directly linked to recruitment, vacancies and short staffing.
Weekly Bargaining	Negotiations have now moved to weekly meetings, which the ANMF welcomes as a positive step to progress the EBA process.
Member Updates Continue	ANMF officials will continue to advocate for member claims and keep members informed as negotiations progress.

What Happens Next?

Bargaining will now continue on a weekly basis. The ANMF welcomes this increased frequency as an important step towards progressing negotiations and securing a fair Agreement for nurses and midwives.

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ANMF officials will continue to strongly pursue ALL member claims, particularly on wages, workforce shortages, recruitment and retention, and the unique issues affecting members working in Mental Health, Caseload Midwifery, District Hospitals, DECYP and Ambulance Tasmania.

Thank you to our delegates for their leadership and ongoing advocacy and to all members who continue to provide feedback and support the campaign for a fair Agreement.

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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