

ANMF EA UPDATE 4

Lifeblood Australia

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) representatives (including Union delegates who are Registered Nurses (RNs), Enrolled Nurses (ENs) and Donor Services Nursing Assistants (DSNAs)) had our third meeting with Lifeblood management on Thursday 20 August 2026.

Key Points:

- Lifeblood raised upcoming increases to the Nurses Award as potentially impacting the negotiations. Rates paid in awards provide the baseline from which Enterprise Agreements (EAs) are negotiated.
- Lifeblood is arguing DSNAs will be reclassified as “Pathology Workers” and may change position descriptions following a review without significant Union consultation. The ANMF will continue our advocacy for DSNAs alongside ENs and RNs – we are stronger together.
- Lifeblood is proposing to remove many state-exclusive grandfathered conditions. These conditions were promised to members as part of moving to a National Agreement and are now being threatened with removal. Lifeblood say they are doing this for fairness and consistency but are also proposing to implement the unfair and inconsistent pay for performance model. These entitlements are:
 - QLD: Reduce Sunday penalties from 200% to 175%.
 - NSW: Remove Picnic Day.
 - VIC/TAS/WA: Remove morning shift allowance.
 - VIC/TAS: Remove change of roster allowance.
 - VIC: Remove senior, qualification and venesection allowances.
- Lifeblood is also proposing to remove the in-charge allowance and only apply the higher duties allowance at its existing rate.
- Lifeblood indicated they do not believe they are breaching your right to disconnect when shifts change and they expect workers to be contactable outside of hours.
- Lifeblood claimed that the current rostering system improves work life balance. Our feedback from our survey overwhelmingly calls out the rostering system as poor and causing negative impacts on work life balance for workers.



The ANMF will be writing to Lifeblood seeking information on several matters relating to bargaining, including specific costings on how much Lifeblood will save by removing entitlements from the agreement.

The next bargaining meeting will be on **Thursday 3 September 2026**.

Keep your eyes out for our next update which will include a Log of Claims (LoC) and an invitation to a national member meeting to finalise our claims. Remember to make sure your colleagues are members of the ANMF, and their contact details are up to date so they receive all communications from us.

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
26 August 2026