

ANMF EA UPDATE 7

OneCare

Report on First Bargaining Meeting

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team attended an Enterprise Agreement (EA) bargaining meeting with OneCare management on Thursday 3 September 2026.

The meeting included a consultant from the BelRose Group, engaged by OneCare to represent it in bargaining.

By way of background, we are bargaining to replace the:

- *OneCare Ltd Nursing Employees Enterprise Agreement 2023*; and,
- *OneCare Ltd General Employees Enterprise Agreement 2023*

At the meeting, the ANMF bargaining team spoke to our claims, which focus on:

- Recognising the skills, responsibilities and contribution of our members in providing direct care.
- Drawing on the best conditions across all existing agreements.
- Strengthening protections, improving conditions and giving nurses and care workers a stronger collective voice.

While the ANMF is seeking a dedicated agreement for nurses and care workers, OneCare management is proposing a single agreement. The single agreement would include categories such as administration and service employees.

Management stated that under its proposal, the EA would not apply all of the same conditions to all employees but could contain schedules setting out different conditions applicable to different categories of employee.



The ANMF will be seeking feedback from members.

We expect OneCare management to consider our bargaining claims and provide more information at the next meeting in regards to management's bargaining position.

The next bargaining meeting is scheduled for **Thursday 24 September 2026**.

Please look out for opportunities to speak to your ANMF delegates and to provide your feedback.

If you are considering becoming more involved in the ANMF's bargaining campaign, to help represent your colleagues, now is a great time to do so.

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
4 September 2026