

ANMF EA UPDATE 4

Calvary Aged Care 3.27% Wage Increase Approved

Calvary Aged Care (**Calvary** or your **Employer**) has advised the Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) that a 3.27% administrative increase will apply to wages and various allowances under the Calvary Health Care – Aged Care Tasmania Enterprise Agreement 2023–2025.

The increase will apply from the first full pay period on or after 1 July 2026.

What this means for members

The increased rates are expected to be processed in the pay run scheduled for Wednesday 7 October 2026.

Because the increase is effective from 1 July 2026, members will also be entitled to a back payment for the period between 1 July 2026 and the date the increased rates are implemented.

Calvary has advised that it is not yet able to confirm when the back payment will be processed. The ANMF will provide members with an update when further information is available.

What happens with the Enterprise Agreement?

The current Enterprise Agreement (EA) expired on 30 June 2026. Calvary has advised that it is not in a position to commence bargaining for a replacement agreement until *early 2027*.

The 3.27% increase is therefore being provided administratively rather than as part of a new EA.

The ANMF will continue to pursue the commencement of bargaining for a replacement agreement and will keep members informed as negotiations progress.



Members should check their pay from 7 October to ensure the new rates have been applied. If you believe your pay or allowances have not been increased correctly, please contact the ANMF for assistance.

The ANMF will continue to represent you

The 3.27% increase is welcome, but it does not replace the need for a new EA that properly reflects the work and conditions of Calvary aged care employees.

The ANMF will continue to advocate for members and will seek to commence enterprise bargaining as soon as possible in 2027. Members will have an important role to play in determining the priorities for bargaining and in achieving improvements to wages and conditions.

Stay involved and stay informed. The ANMF will provide members with further information about bargaining and opportunities to have your say as negotiations approach.

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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