

ANMF EA UPDATE 9

Lifeblood Australia

Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) representatives attended the 7th meeting with Lifeblood management on Thursday 22 October 2026.

The Log of Claims (LoC) has 33 different claims and at yesterday's meeting claim items relating to the following were presented to your employer:

- Preserving and expanding access to all state-based grandfathered conditions, which includes the change of roster allowance, seniors' allowance, venesection allowance, morning shift allowance and Sunday shift penalty of 100%.
- Reproductive health leave of 10 days per annum (new clause).
- Grandparents leave of 5 days per annum (new clause).
- Transition to retirement clause (new clause).
- Payment of allowances for using personal phones including for session leaders needing to take sick calls out of hours.
- Providing work phones to research nurses.
- Higher duties allowance being paid at 45% for all workers and paid per shift from the commencement of that shift.
- Including new or changed positions in the Enterprise Agreement (EA).
- Keeping Donor Services Nursing Assistants (DSNAs) covered by the Nurses Award.
- Substituting annual leave loading with penalties ordinarily earned if they're higher.
- Increasing the accessibility of volunteer/community service leave to allow people to take it without prior approval in the event of an emergency.
- Introducing on-call processes for special processing centers and research nurses.



- Seeking commitments from Lifeblood not to enter into partnerships that might lead to clinical workers covered by the agreement being replaced by AI.
- Seeking an ability for workers to withdraw their consent from biometric practices in the workplace and ensuring Lifeblood provide alternatives.
- Seeking underpayment to be rectified within 48 hours or overtime rates will apply from 48 hours until paid.
- Implementation of legislative updates and no reduction in existing entitlements.

The ANMF also sought clarity on the iron infusion trial taking place in some centers and how Lifeblood intends to remunerate these additional responsibilities. Lifeblood explained they believe it is within the current scope of nursing work at Lifeblood and there will not be additional remuneration for the positions. We will fight this.

The Doctor's Union (ASMOF) also presented their claims. They have already indicated they will reject the pay for performance and will look at negotiating a separate (EA) to cover Doctors.

We have had a great response to the survey (still open via this link) regarding pay for performance, with 97% of members rejecting the model. If you haven't filled it out yet, please do so as a matter of urgency.

Next Steps

Lifeblood have indicated they will provide responses to some of our claims at the next meeting. While we are hopeful they intend to participate in a genuine bargaining process with us, we have a lot of concerns about Lifeblood seeking to push this agreement out to employees for a vote before the end of November.

Genuine bargaining takes time; time to listen, time to seek clarity around claims and the importance behind the claims, and time to genuinely negotiate in good faith for a positive and equable outcome. We have requested some basic workforce data from Lifeblood, to assist us to understand their plans around presenting a wage offer, we have also sought to receive a comprehensive response to our claims in writing, with the intention of setting up a draft EA document.

Not a member? Now is the time to join!



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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