

ANMF EA UPDATE 8

Salvation Army Barrington Lodge
Small Steps

Salvation Army management has begun responding to the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) claims at the bargaining table and put forward a starting position on wages.

Your responses in our Snap Poll indicated backpay from 1 July 2026 was very important, and Salvation Army management has addressed this point.

Wages Position

Salvation Army management has put forward an 'in-principle' position of a 3% annual increase with backdating to 1 July 2026.

Your ANMF bargaining team has asked Salvation Army management for more information, including seeking its position on length of agreement.

Items Management Says it is Open to Discuss

Salvation Army management has indicated it is open to discussing several of the ANMF's bargaining claims.

The items that Salvation Army management has indicated it is open to discussing include:

- Commitment in the agreement to meeting the Government's care minutes targets.
- Visibility of care minutes.
- Clinical staff meetings.
- Recognition of overseas experience.
- Personal/carer's leave.



- Compassionate leave; and,
- Study leave.

Payment for Mandatory Training

Salvation Army management states that it supports employees undertaking required training in paid time within ordinary hours and is open to discussions regarding appropriate drafting.

'Leave Procedure' Document

In responding to claims relating to leave, Salvation Army management has referred to the existence of an internal 'Leave Procedure'.

Salvation Army management stated that this policy provides for up to 20 days of Special Paid Leave per annum, which may be approved by line managers.

The ANMF will be seeking member feedback on the accessibility of this policy and seeking to improve your leave conditions in the enforceable Enterprise Agreement (EA).

Next steps

The next bargaining meeting is scheduled for **Tuesday 10 November 2026.**

Please look out for opportunities to provide your feedback to the ANMF.

If you have any questions, please speak to your ANMF delegates.

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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