ANMF Tasmanian Branch

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TASMANIAN NURSES & MIDWIVES

ANMF EBA UPDATE 22

Public Sector Nurses and Midwives Bargaining Update

The Government's Offer is Not Good Enough

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) told the Minister for Health and the Government's bargaining team that the current offer is not good enough to put to members for a vote.

On Tuesday 3 November 2026, the ANMF met with the Minister for Health and then attended negotiations for the Public Sector Nurses and Midwives Agreement. Our message was clear: the wages offer must improve, key conditions remain unresolved, and members must not be worse off under any new staffing model.

Wages Must Improve

Under the current offer, most members, including Grade 3 nurses, would still be among the lowest paid compared with interstate counterparts by July 2027. The offer also fails to keep pace with increases in the cost of living.

Tasmania needs wages that compete with other states and with the private and aged care sectors. Without a better offer, recruiting and retaining nurses and midwives will remain difficult.

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What the ANMF Raised at the Bargaining Table

Personal Impact Days

These days must apply fairly across the membership, wherever members provide care. Trauma and confronting work occur in schools, community services, mental health, Emergency Departments (EDs), intensive care and many other settings.

Higher Duties Allowance

The allowance should apply after the first day, as previously agreed. This was missing from the offer.

Equal Overtime Rates

Day workers should receive the same overtime rates as shift workers. Working overtime means giving up the same rest, family time and personal commitments. Same work. Same sacrifice. Same overtime rate.

X-Ray and Radium Allowance

If the allowance is not provided, the Department must properly control the risk, including providing personally fitted protective lead equipment where required.

Recreational Leave

Members are exhausted and burnt out after working in high-pressure environments. Access to sufficient leave remains an important claim.

Department of Education, Children and Young People Nurses

Department of Education, Children and Young People (DECYP) nurses should receive the additional two weeks of leave provided to social workers.

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Ratios: A Major Opportunity, but the Numbers Must be Right

The ANMF welcomes the commitment to legislate nurse-to-patient ratios in Tasmania. Legislated ratios can create enforceable minimum staffing requirements and give members greater protection when wards are busy or shifts are not backfilled.

To be clear: The ANMF does not support the Department's proposed 1:4, 1:4 and 1:7 ratios for general medical and surgical wards.

Our position has not changed. No ward or unit should be worse off when ratios are introduced.

The ANMF has consulted extensively with members and will continue that work. Once the final legislation and enforcement arrangements are known, we will explain exactly what they mean in practice.

If the patients are there, the nurses must be there too.

Other Issues Raised Directly with the Minister

The ANMF again asked the Minister to consider our written proposal for safer parking and shuttle transport services for health workers. The Minister indicated that the Government would look at the available options and need to discuss some aspects with council.

We also raised access and patient flow and asked the Government to consider:

- MediHotels to support safe discharge and patient flow.
- Better staffing in District Hospitals.
- Greater use of Nurse Practitioners (NPs).

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- Expanded community nursing so more services can be provided in rural and remote communities.

These issues are connected. Wages, staffing, ratios, leave, parking and patient flow all affect whether Tasmania can recruit and retain the workforce our communities need.

What Happens Next?

The ANMF will keep negotiating for a substantially improved offer. Members will decide whether any final agreement is good enough. The lead negotiator has indicated there could be another meeting this week, if not early next week. If the Government does not respond, members may need to consider further industrial action. At this stage the planned community rally on **Saturday 7 November 2026 in Hobart at 1130hrs** will continue.

Please stay engaged: read your ANMF emails, attend meetings, complete member surveys and talk with your colleagues. Further member feedback will be sought soon.

Our Strength Comes from Members

The ANMF represents the majority of nurses and midwives in Tasmania's public health system. That collective strength matters at the bargaining table.

If a colleague is not a member, ask them to join the ANMF. Every additional member strengthens our voice and our ability to win better wages, safer staffing and fairer conditions.

We stand with you. We understand the work you do. Members will have the final say.

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The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses, midwives 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 November 2026

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