

Australian Nursing & Midwifery Federation Tasmania

ANMF NEWSFLASH

The Hobart Clinic
Transfer to Avive Health

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is aware of media reports in August 2026 that the Hobart Clinic proposed to enter into an arrangement with national provider Avive Health to secure the long-term future of the clinic.

Recently, the ANMF has been contacted by Avive Health Pty Ltd in relation to its proposed acquisition of the Hobart Clinic.

Avive Health Pty Ltd is seeking the ANMF's views, on a relatively urgent basis, on the question of industrial instrument coverage for new employees.

By way of background:

- Under the transfer of business provisions of the *Fair Work Act 2009* the existing Enterprise Agreement (EA) is automatically preserved in respect of transferring employees.
- The Fair Work Commission (FWC) has powers to make orders in respect of new (non-transferring) employees.

Avive Health Pty Ltd as prepared a draft application to the Fair Work Commission for orders that *The Hobart Clinic Nurses Enterprise Agreement 2023* cover new employees who commence working at the Hobart Clinic after the transfer of business occurs.

The Application states:

- The effect of the orders will be to avoid disparities that would otherwise arise, should new employees undertaking the same work as transferring employees not receive the benefit of the agreement.



- Avive Health Pty Ltd has EAs in other states, the coverage of which is geographically limited and does not extend to Tasmania.

Implications for Bargaining

The Application states that following the transfer of business, Avive Health Pty Ltd intends to commence bargaining for a new EA.

Members may wish to consider the strategic implications for bargaining.

The ANMF considers there is an imperative to see bargaining occur as quickly as possible, given the current agreement has a nominal expiry date of 30 September 2026 and the last pay rise under that agreement was December 2025. We would likely say that you are due for a bargained wage increase from December 2026.

The ANMF will soon be engaging with members to develop a Log of Claims (LoC) for bargaining that we could serve on the new employer. Here we would identify member priorities, including on the question of timing of wage increases and the need for backpay.

Expected Transfer

Avive Health Pty Ltd has indicated that completion of the sale could occur as early as Friday this week. We will be seeking more information for members.

Let us Know if you Have Feedback or Questions

We would be interested to know if members have any strong view on the question of industrial instrument coverage.

You can send us your feedback or question to the ANMF Member Support Team via email: MemberSupport@anmftas.org.au.

We will be advocating in the interests of members, based on member feedback.



Australian Nursing & Midwifery Federation Tasmania

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
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