

ANMF EA UPDATE 10

Lifeblood Australia

Lifeblood has recently presented their wages offer:

- 3.5% increase from 2 November 2026 payable once the agreement is approved.
- 4% increase from November 2027
- Pay-for-Performance (P4P) from November 2028 with the following increases based on your Thrive outcome:
    - Closing Gaps = 1%.
    - Kicking Goals = 4%.
    - Raising the Bar = 5%.
    - Changing the Game = 6%.

Our survey on P4P has come back with a huge 97% saying no to P4P and 98% saying you want to return to a pay scale with incremental progression. You have told us in the first survey that P4P is bad for donors and bad for workers. It is unsafe and it is unfair.

What Thrive outcome did you get this year? What outcome did your colleagues get? We know Lifeblood will not be handing out 5% and 6% pay rises to workers. This is an offer designed to entice you into voting yes. But we know Lifeblood 'calibrates' the Thrive outcomes. We've heard of area managers lowering performance outcomes provided by DCMs.

It is offensive for Lifeblood to table this offer for you after such a damning result in the other agreement. We have made it clear that P4P will not be acceptable to you.

Interest rates have just gone up again and in Tasmania, inflation is sitting at 5.3% (September 2026). Anything less than this is a real pay cut for you. Lifeblood wages have been going backwards for years.



If you are angry, donor centre workers need to be prepared to VOTE NO if Lifeblood decides to put the agreement out to a vote.

To help us gather data on pay rates and performance outcomes, please fill out this quick and anonymous survey here.

We seek your answers on the survey by **close of business Friday 20 November 2026**

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
11 November 2026