

ANMF EA UPDATE 4

BaptistCare

Enterprise Bargaining Well Under Way

Where Are We Up To?

Following member endorsement of the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) Log of Claims, Enterprise Agreement (**EA**) bargaining with BaptistCare (your **Employer**) commenced in late September 2026. We have now held three (3) bargaining meetings, with the latest meeting of Tuesday 10 November 2026 focusing on the employer's proposed changes to the EA and the next steps towards a wages offer.

What Was Discussed?

Today's meeting focused on the employer's Log of Claims. This is the document setting out the changes the employer is seeking to make to the current EA. It provides the starting point for discussions about the employer's proposed changes during bargaining.

BaptistCare's proposed changes are primarily aimed at improving the overall interpretation, structure and presentation of the EA, including:

- Updating clauses to better reflect BaptistCare's current business operations.
- Improving the clarity and consistency of the Agreement.
- Updating wording to align with the latest provisions and terminology in the National Employment Standards (NES) and relevant Modern Award.

Your Employer also introduced the concept of a 14-day master roster. This proposal is still at an early stage and requires further discussion and clarification before its potential impact on employees can be properly assessed.



What Happens Next?

The next bargaining meeting is scheduled for approximately one month from now.

In the meantime, BaptistCare will be undertaking local competitor benchmarking and considering its wages proposal. The employer has indicated that it wants to achieve transparent wage pricing before putting forward a formal wages offer.

At this stage, we have not received a wages offer. We will be in a better position to assess the proposed outcome once the employer puts forward its figures. However, we encourage members to keep their expectations measured, as we anticipate the initial offer may sit towards the lower end of the potential wage range.

We will continue to keep members informed at key stages of the bargaining process.

While we won't necessarily provide an update after every meeting, we will share important developments and outcomes as negotiations progress.

Have Your Say

EA bargaining is an opportunity for members to have a say in their wages and working conditions. Your feedback and involvement are important in shaping the position ANMF takes to the bargaining table.

If you would like to become more involved in the EA process, share your views or find out more about the negotiations, please contact the ANMF Member Support Team.

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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