



ANMF SUMMARY OF NEGOTIATIONS

The District Nurses – 29 July 2025

Wages offer

The District Nurses management has tabled an offer that would provide nurses with wage increases from commencement of the agreement, not from August 2024 as sought in our claim.

The offer is formulated to provide most nurses with wage increases in the order of 6% from commencement, with the percentage increases varying significantly depending on classification level.

Given it has been two years since the last bargained wage increase, 6% from commencement of the agreement is roughly equivalent to 3% annualised over the last two years.

The offer for future years is 3% from 1 July 2026 and 3% from 1 July 2027.

Details of the wages offer

Under management's offer, the wage increases on commencement vary depending on classification level. They are:

- Enrolled Nurse (EN) pay bottom pay point – 12%
- EN top pay point – 6%
- Case Manager EN pay point 1 – 4%
- Case Manager EN pay point 2 – 3%
- Registered Nurse (RN) Level 2 top pay point – 6%
- Case Manager RN pay point 1 – 10%
- Case Manager RN pay point 2 – 7%
- Team Leader Yr 1 and Team Leader Yr 2 – 10%

The ANMF understands RN Level 2 top pay point to be the pay point at which the largest number of nurses sit.



Management's proposal would involve generally reducing the number of pay points within each classification, to move to two pay points within each classification. Management said they are yet to develop an offer for RN Level 3 and RN Level 4.

Recognition of team leaders

Team Leaders are currently classified within RN Level 2 and paid at rates sitting a little above the top of the range for RN Level 2s.

Management proposes to recognise team leaders as a distinct classification, and this is reflected in the wages offer.

The ANMF has identified that team leaders perform many of the duties of a Clinical Nurse Consultant (CNC), however management is yet to accept that team leaders should be classified as RN Level 3.

Recognition of clinical case managers

Management proposes to recognise clinical case managers as a distinct classifications and this is reflected in the proposed wages offer.

- Clinical case manager ENs and clinical case manager RNs are currently on 'above agreement' wage rates.

Pay points for clinical case manager ENs and clinical case manager RNs would be incorporated into the wages table. Certain percentage wage increases would applied to these pay points from commencement.

Conditions Improvements

Since commencing bargaining in September last year we have achieved the following at the bargaining table.

Paid time for mandatory training

Management has agreed to a clause that will provide:

- Mandatory training to be scheduled within an employees agreed hours of work where possible; and
- Training undertaken outside of an employee's agreed hours of work to be paid in accordance with the terms of agreement.



On-call allowance

The On-Call Allowance will increase to \$50 for Monday to Friday and \$100 for Saturdays, Sundays and Public Holidays; and

Remote call allowance

The remote call allowance will be increased to \$9.00 Monday to Friday and \$12.00 Saturday, Sunday and Public Holidays. On each occasion an employee is required to attend to a phone call, the employee will be paid a minimum payment of 30 minutes at the appropriate overtime rate.

Management is currently reviewing the definition of remote call allowance.

Higher duties allowance

Management agreed to improve access to the higher duties allowance. Higher duties allowance currently applies if an employee performs higher duties for a period of four or more working days in a fortnight/pay period. Management agreed to reduce the qualifying period to three days.

Compassionate leave

Management agreed to increase the compassionate leave to 5 days per occasion. Management did not agree to the ANMF's claim for a greater entitlement in instances where interstate travel is required.

Casual minimum engagement

Management agreed to increase the minimum a casual will be paid per engagement. The agreement currently states that a casual will be paid a minimum of 2 hours per engagement. This will be increased to 4 hours. The ANMF welcomes this change.

Buddy allowance

Management agrees in principle that the buddy allowance should apply to nurses buddying new employees. This clause is subject to drafting.



Purchased leave

Management agrees in principle to provide for purchased leave. This clause is subject to drafting

Management's proposal regarding notice of resignation

Management is seeking to increase the required notice of termination for employees with more than three years of service.

Management seeks that the period of notice provided by the employee increase based on years of service in the same way that notice of termination by the employer increases. This would mean:

- An employee with more than three years of service, but less than five years of service would be required to provide 3 weeks' notice of termination; and
- An employee with more than five years of service would be required to provide 4 weeks' notice of termination.

The ANMF opposes this change as it would be more onerous for employees.

Impact of the delays

For some members, it is coming up to two years since your last wage increase. While we are seeking backpay, every day of delay means you are disadvantaged by not having that money in your bank accounts.

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
30 July 2025