

THE AUSTRALIAN NURSING AND MIDWIFERY FEDERATION

Applicant

APPLICATION UNDER SECTION 157 OF THE *FAIR WORK ACT 2009* (CTH) TO AMEND THE *NURSES AWARD 2020*

HEALTHSCOPE'S RESPONSE TO ANMF'S POSITION DOCUMENT

A. INTRODUCTION

1. This position document is filed by Healthscope Operations Pty Ltd and the Adelaide Community Health Care Alliance Incorporated (**Healthscope**) in response to the position document filed by the Australian Nursing and Midwifery Federation (**ANMF**) on 24 October 2025 (**Position Document**), in accordance with the orders of the President, Hatcher J, dated 7 October 2025.

B. MATTERS IN DISPUTE

Nurse practitioners

2. In relation to paragraphs 10, 20, 21 and Annexure 1 of the Position Document, Healthscope does not agree that Nurse Practitioners should maintain their existing relativities to Registered Nurses. Healthscope's view is that all Nurse Practitioners should be paid the rate determined by the Expert Panel for Nurse Practitioners in aged care, being \$2,060.70 in the first year and \$2,121.85 in the second year and thereafter (see [2024] FWCFB 452 at [36] and [61], adjusted in accordance with the 2025 annual wage review decision).

Time based progression

3. In relation to paragraph 23 of the Position Document, Healthscope opposes the deletion of cl 15.2 of the Award and contends that cl 15.2 should be modified to retain the part-time or casual employee equivalent of 1786 hours experience per annum for the time-based progression outlined in Annexures 1 and 2 to the Position Document.

Operative date and phasing in

4. In relation to paragraph 24(1) of the Position Document, it is Healthscope's position that the annual incremental increases should be applied on 1 July, not 30 June.

C. MATTERS NOT IN DISPUTE

5. Aside from the matters outlined above, Healthscope agrees with the position of the ANMF as set out in the Position Document or does not have an interest in that position, as is the case in respect of the ANMF's proposal as to aged care nurses.