

ANMF EA UPDATE 3

Regis Aged Care Commencement of Enterprise Bargaining

- Your negotiating team met with Regis management and representatives on Friday 1 August 2025 to begin bargaining for a new Enterprise Agreement (**EA**).
- Prior to this meeting, the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) submitted your **Log of Claims (LOC)** which puts job security, work-life balance and safe and healthy workplaces first.
- Our first meeting provided an opportunity for your negotiating team to present your LoC, build rapport and set the tone for future discussions with your Employer.
- Whilst Regis was respectful, **disappointingly** they responded giving very little movement on non-monetary improvements and priorities that we raised in negotiations. Not unsurprising for what we would expect of a ‘for profit’ business. Rest assured though, they are posting profits off your hard work – they just aren’t reinvesting in their people.
- In anticipation of the next meeting to further discuss the LoC, Regis provided us with their written response to your claims, confirming our suspicions that their EA goals do not include practical improvements to your workplace **conditions** or **entitlements**, to support the attraction and retention of staff.

What we have achieved so far:

- Evidence for each personal leave day as a medical certification from a registered health practitioner or Statutory Declaration.



- Paid primary care parental leave increased to 12 weeks for aged care employees (maintaining 14 weeks paid for nurses).
- New parental leave provision for paid partner leave to 12 weeks.
- New parental leave provision for still birth paid parental leave to 12 weeks.
- Ceremonial and/or cultural purposes leave up to 10 working days unpaid leave (e.g. including attendance at NAIDOC Week events).
- Emergency services and disaster leave entitlements added to the unpaid community service leave arrangements.
- **Wages and Allowances** remain as outstanding matters. We remain hopeful that Regis will offer you genuinely negotiated pay rises that keep up with cost-of-living increases.
- **Interestingly**, with the recent member complaints about understaffing and excessive workloads at the Norwood Site, Regis have ignored our LoC request to include a Workload Management clause. We will continue to keep pressure on Regis to address our member's workload concerns.

Next Meeting Dates

Our next meeting date is yet to be scheduled due to timing clashes of the other parties. Your negotiating team is dedicated to working for you at the bargaining table and we will share more updates with you as the process continues.

Tasmanian nurses and direct care workers are the backbone of our aged care system, delivering exceptional care under increasing pressures. We are advocating for an environment where you are empowered, valued and supported to improve resident in aged care outcomes.



You can get involved by sharing the ANMFs' information, attending union meetings and events – ask questions, give suggestions and join discussions. The more members we have, the stronger we are in collective bargaining.

ANMF Negotiating Team – Regis Aged Care

Please reach out to a member of your negotiating team with any questions or concerns:

Nicki Hood (Organiser) – Nicki.Hood@anmftas.org.au

Terrina Planincic (Industrial Officer) – Terrina.Planincic@anmftas.org.au

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

15 August 2025