

ANMF EA UPDATE 4

Regis Aged Care Enterprise Bargaining Update

- Your Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) negotiating team met with Regis Aged Care (your **employer**) and its bargaining representative on Monday 25 August 2025 to continue discussions for your new Enterprise Agreement (**EA**).
- This latest meeting covered the second half of bargaining regarding your **conditions** and **entitlements**.
- Despite its parent company Regis Healthcare posting a healthy net profit to the ASX market (up by 37%), backed by a strong financial performance with revenue from services up 15% to \$1.161 billion as of Monday 30 June 2025, Regis' bargaining team were quick to emphasise that 'cost' remained a major impediment to delivering better conditions and entitlements to employees.
- Regis' response to your Log of Claims (LoC) items remains out of touch with expectations for Tasmanian aged care employees.
- Regis want to see its employees being more productive and efficient within their roles to access better entitlements, seemingly forgetting that employee happiness is significantly intertwined with the productivity and success of their business!
- This meeting highlighted that Regis were only looking to improve conditions and entitlements where it aligned with their corporate policy and its management were not looking to 'act locally' to support their Tasmanian workforce.



- **Wages and Allowances** will be the subject to our next bargaining meeting – *you deserve better* than a pizza party [but only for the site which had the most EA ‘Yes’ votes] and a lump sum payment [for some, but not all] to buy you off.

Next Meeting Date

Currently scheduled for **Friday 12 September 2025**.

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
27 August 2025