



ANMF EA UPDATE 7

Regis Aged Care 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 13 October 2025** – following a delay of seven weeks since the last meeting.

We were ready and waiting to receive your Employer's **wages proposal** for the next Enterprise Agreement (EA).

Sadly, Regis was **not ready** to present its wage offer. Despite multiple explanations from their bargaining representative attempting to justify the delay, the Employer's position was summed up in one statement:

"I never agreed to commit to a timeframe."

Given that bargaining commenced on **Tuesday 1 July 2025**, and that only a handful of meetings have occurred since, this response is deeply disappointing and inexcusable.

It's difficult to accept that a large, publicly listed organisation such as Regis — with extensive financial resources and a board of directors who will soon present this year's remuneration outcomes to shareholders at the **ASX Regis Annual General Meeting on 18 November 2025** — cannot, after three months, present a wage offer to its employees.

It seems clear that while Regis is ready to reward its shareholders, its employees are once again told to **wait a little longer** — perhaps until another "pizza party" is arranged for the site that has the most 'YES' votes!?



Your ANMF bargaining team left the meeting **disappointed and frustrated** that an aged care provider continues to show so little value and respect for the people who deliver essential care every day.

We will continue to **press Regis to provide a fair and timely wage offer** and to bargain in good faith on behalf of all members.

In the meantime, we are preparing to provide feedback to Regis on a couple of topics and encourage all members to complete a brief snap poll.

Snap Poll: <https://app.smartsheet.com/b/form/0199db468f0b705284ce020c2b5f9cd3>

The ANMF thanks its members who stay engaged, attend upcoming meetings, and stand together for a better outcome.

Next Meeting Date

No next meeting date has been committed by your Employer at this time.

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 October 2025