



ANMF EA UPDATE 7

Aged Care Deloraine Inc. Voting Closed – Ballot Results – YES

Voting for the proposed *Aged Care Deloraine Inc. Enterprise Agreement 2025* closed at **1700hrs** on **Monday 10 November 2025**. A total of 62 eligible Aged Care Deloraine Inc (ACD) employees participated in the ballot. To be eligible to vote, employees must have been employed from the start of the access period through to immediately after voting commenced. The outcome of the vote is **YES**:

Eligible voters	146
Responses	62 (42.5% response rate)
No Votes	3 (4.8%)
Yes Votes	95.2% Majority

What Happens Next?

Within 14 days of the ballot closing, your employer must lodge the proposed *Aged Care Deloraine Inc. Enterprise Agreement 2025* (and associated paperwork) with the Fair Work Commission (FWC) for consideration and approval.

Once approved by the FWC, the new agreement will commence seven (7) days after the date of approval.

From that point, all agreed wage increases and other improvements secured through bargaining will become enforceable.



Thank you for your support

This has been a lengthy and challenging negotiation process. All members involved are to be commended for their commitment and perseverance throughout bargaining. Your collective efforts and determination have resulted in meaningful improvements to your workplace — achievements you should be proud of.

Please reach out to a member of your ANMF bargaining team with any questions or concerns.

ANMF Bargaining Team – Aged Care North

Nicki Hood (Industrial 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

12 November 2025