



ANMF EA UPDATE 9

Regis Aged Care Enterprise Agreement Bargaining Update Improved Wages Offer

Your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team has received a new and improved wages offer from Regis Aged Care, which the employer again describes as its “**best and final offer**”.

This revised position reflects further movement in bargaining.

Wages Offer

Category	April 2026	August 2026	April 2027	April 2028
RN & EN	3%	Work value uplift	3%	3%
Aged Care Employees	4%		3.5%	3.5%

Under this revised offer:

- Registered Nurses (RNs) and Enrolled Nurses (ENs) would receive 3% in April 2026, followed by the scheduled work value adjustment in August 2026, and 3% increases in both 2027 and 2028.
- Aged Care Employees would receive 4% in April 2026, followed by 3.5% increases in April 2027 and April 2028.

This represents a clear shift from Regis’ earlier position and changes the allocation of increases across classifications.



What This Means

Regis has indicated this is its final wages position and is seeking to move toward an in-principle agreement and employee vote.

Next Steps

The ANMF will now formally request the updated draft Enterprise Agreement (EA) in full to review the complete package, including previously secured improvements to leave entitlements. A final position will be determined once the full terms are assessed.

Member Feedback Required

The ANMF intends to respond to Regis by **Tuesday 3 March 2026**.

If you have concerns about this revised wages position or the overall EA package, it is important that you contact the ANMF before this date so your views can be considered.

We will provide a further update once our position is confirmed and advise members of the next stage in the process.

ANMF Bargaining Team – Regis Aged Care

Please reach out to our Member Support Team with any questions or concerns
membersupport@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
2 March 2026