



ANMF EA UPDATE 11

Meercroft Care Inc. Proposed Meercroft Care Enterprise Agreement – Access & Voting Periods

The Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) is writing to update members about the proposed new Enterprise Agreement (**EA**) with Meercroft Care Inc. (your **Employer**) for employees at Meercroft Care.

On Monday 23 March 2026, your Employer confirmed its intention to finalise the proposed *Meercroft Care Inc. Enterprise Agreement 2026* and proceed to an employee vote.

Our earlier EA Update #10 outlined the key gains achieved by the ANMF through bargaining.

Access & Voting Timeline

Stage	What Happens	Date/Time
Access Period	Review the full proposed EA and associated documents	Opens: close of business Thursday 2 April 2026 Closes: close of business Sunday 12 April 2026
Ballot Opens	Cast your vote (via Microsoft Forms)	1200hrs Monday 13 April 2026
Ballot Closes	Voting ends; results will be declared shortly after	1200hrs Monday 20 April 2026



Why This Matters?

Your EA protects your wages, conditions and workplace entitlements, so it is important that members review the proposed agreement carefully.

Approval: The agreement will only be approved if a majority of employees who vote cast a “Yes” vote, so it is important that members review the agreement and take part in the ballot.

What happens next?

1. Vote Outcome Declared

Following the close of the ballot, your Employer will tally the votes and advise employees of the outcome.

2. If the Agreement is Not Approved (Majority “No” Vote)

- The current agreement will remain in place.
- Bargaining may resume, depending on next steps.
- A NO vote doesn't necessarily mean the end of the process. It indicates that the current proposal isn't acceptable to most employees, and further negotiation is needed.

3. If the Agreement is Approved (Majority “Yes” Vote)

- Your Employer will lodge the agreement with the Fair Work Commission (FWC) for approval.
- The FWC will assess whether the agreement meets legal requirements, including that employees are better off overall compared to the relevant Award.

4. Approval Process

- The approval process generally takes **2–6 weeks**.
- The FWC may seek further information or require undertakings before approval which can extend the process.

5. Commencement of the New EA

- Once approved, the agreement will commence **7 days after FWC approval**.
- New wages and conditions will then apply.



Your ANMF northern organiser is available to answer any outstanding questions you have relating to the proposed agreement during the Access Period.

If you have any questions or concerns about the proposed new EA, please contact the ANMF.

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
25 March 2026