

ANMF EA UPDATE 10

Regis Aged Care

Summary of Final Negotiations

It has been eight (8) months since negotiations commenced with Regis Aged Care Pty Ltd (your **Employer**) for a replacement Enterprise Agreement (EA) to improve your wages and conditions.

Throughout this period, your Australian Nursing and Midwifery Federation Tasmanian Branch (**ANMF**) bargaining team has remained in regular contact with your Employer to progress the issues identified by members.

On Tuesday 31 March 2026, your Employer confirmed its intention to proceed to an employee vote on the proposed Regis Aged Care, ANMF & HACSU, Enterprise Agreement - Tasmania 2025.

Voting Timeline

The ballot timetable is as follows:

- Access Period commences: **Tuesday 7 April 2026.**
- Ballot opens: **0600hrs Wednesday 15 April 2026.**
- Ballot closes: **1400hrs Friday 17 April 2026.**

Important: The voting window is a **short two-day period** and will be conducted electronically. Members are encouraged to plan ahead to ensure they have time to review the agreement and participate in the vote.



Your Vote Matters

Your EA sets your wages, conditions and entitlements for the next three years (nominal expiry 2 April 2029).

The agreement will only be approved if a majority of employees who vote cast a “Yes” vote.

This means the outcome is determined entirely by those who participate — it is important that you review the agreement and make an informed decision.

What Is in the Offer?

The ANMF acknowledges that this proposed EA delivers some improvements, particularly in certain conditions and entitlements.

However, not all claims advanced on behalf of members have been achieved, and the overall outcome reflects a balance of gains and limitations.

The ANMF is not making a recommendation on how members should vote.

Instead, we encourage all members to:

- Carefully review the full agreement.
- Consider how the terms will impact you and your workplace; and,
- Make an informed decision when casting your vote.

Wage Increases & Allowances

- Registered Nurses (RNs) and Enrolled Nurses (ENs) will receive 3% from 1 April 2026, followed by the scheduled work value adjustment in August 2026, and 3% increases in both 2027 and 2028.
- Aged Care Employees will receive 4% on 1 April 2026, followed by 3.5% increases in April 2027 and April 2028.



- The allowance rates will be adjusted and paid at the applicable Nurses Award 2020 or Aged Care Award 2010 rate, commencing 1 April 2026 and then each 1 July thereafter.
- To sweeten employee acceptance of the EA, Regis have also offered eligible employees (full-time, part-time and casual employees employed during the access period and 17 days thereafter – i.e. those during the voting period) a \$500 once-off recognition payment.

Entitlements /Conditions

Regis Aged Care has agreed to a limited range of improvements to your working conditions:

- Evidence for each personal leave day as a medical certification from a registered health practitioner or statutory declaration.
- Paid primary care parental leave increased to 12 weeks for aged care employees (maintaining 14 weeks paid for nurses).
- Superannuation to be paid during this paid parental leave period.
- 5 days unpaid leave for reproductive health matters, including reproductive screenings (breast, cervical, prostate).
- New parental leave provision for paid partner leave to 12 weeks.
- New parental leave provision for still birth paid parental leave to 12 weeks.
- Ceremonial and/or cultural purposes leave up to 10 working days unpaid leave (e.g. including attendance at NAIDOC Week events).
- Emergency services and disaster leave entitlements added to the unpaid community service leave arrangements.

Next Steps

Members will have access to the full proposed EA during the access period.

The ANMF encourages all members to:

- Read the agreement in full.
- Consider how the terms impact you personally; and,
- Ensure you participate in the vote within the limited timeframe.



Further information and support will be provided to assist members in understanding the agreement.

All employees covered by the EA are eligible to vote.

Voting YES	Voting NO
If most (50%+) employees vote <u>YES</u> , then an application for approval will be made to the Fair Work Commission (FWC) within fourteen (14) days.	If most (50%+) employees vote <u>NO</u> , then the EA will not be made, it cannot be approved by the FWC, and it will not come into effect. The old EA will remain in force as is.
If approved by the FWC, the agreement will become legally enforceable seven (7) days later.	A <u>NO</u> 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.

Your 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
8 April 2026