

ANMF EA UPDATE 11

Regis Aged Care

Enterprise Agreement Vote Result What This Means for Our Members

Members have now voted on the proposed Enterprise Agreement (**EA**), and the outcome is that the agreement has been voted **'NO'**.

While the EA covers multiple workplace cohorts, the overall result is that the agreement has **not been approved**, following a **majority 'NO' outcome across the voting cohort(s)**.

What Does a 'NO' Vote Mean?

A 'NO' vote means that the proposed EA has not been approved by employees and cannot be submitted for approval. The current EA (or applicable industrial instrument) therefore remains in place.

Important Clarification

It is important to note that this result does not necessarily reflect the position of Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) members in your workplace cohort. Voting outcomes are determined on an aggregate basis across all participating employees covered by the agreement.

In this instance, the proposal was not supported overall, including by employees in other cohorts covered by the EA.



What Does This Mean?

Because the agreement has not been approved:

- The proposed EA will not proceed to approval by the Fair Work Commission (FWC).
- The current EA (or relevant industrial instrument) continues to apply.
- The bargaining process is reopened.

What Happens Next?

The employer and bargaining representatives will now need to:

- Consider the reasons for the overall rejection of the proposal.
- Return to bargaining to determine whether an improved offer can be achieved.
- Potentially revise the agreement and put a new proposal to vote.

The ANMF will continue to represent members’ interests in these discussions and advocate for improvements consistent with the endorsed Log of Claims (LoC).

Where to From Here?

Members can expect:

- Further updates as bargaining resumes.
- Continued consultation regarding priorities and next steps.
- Advice if and when a revised agreement is ready for consideration.

Voting Results – 78.3% of Eligible Staff Voted

Outcome	Percentage
YES	46.2%
NO	53.8%
TOTAL	100%



We will continue to ensure members are kept informed throughout the next stage of bargaining. If you have any questions or would like to provide further feedback, please contact your ANMF Organiser.

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
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