



ANMF EA UPDATE 13

Regis Aged Care Proposed Agreement to Proceed to Member Vote

Employees spoke clearly in the first vote.

Following that **no** vote, Regis Aged Care Pty Ltd (your **Employer**) has put forward a revised offer and employees will now decide again whether this updated proposed agreement should be approved.

Your Australian Nursing and Midwifery Federation Tasmanian branch (ANMF) bargaining team has continued to push for better wages, stronger conditions, and a fairer outcome for nurses and aged care workers in Tasmania.

The ANMF has agreed for the revised offer to go to a second vote. What happens next is in your hands.

This update sets out what has changed, what it could mean for you, and when you can vote.

What’s in the Revised Offer?

- Wages
- The proposed agreement includes the following wage increases from the first full pay period on or after these dates:

Classification	1 January 2026	1 August 2026	1 January 2027	1 January 2028
Registered Nurse (RN) & Enrolled Nurse (EN) Employees	3%	Work Value Uplift	3%	3%
Aged Care Employees	4%	—	3.5%	3%



- Nominal Expiry

The proposed agreement would operate until a nominal expiry date of **1 September 2028**.

- Recognition Payment

The proposed agreement also includes a one-off recognition payment for eligible employees, calculated according to Full Time Equivalent (FTE) worked over the preceding 12 months.

FTE	Recognition Payment (Gross)
75% FTE to Full-Time	\$2,000
50% FTE to less than 75%	\$1,500
25% FTE to less than 50%	\$1,000
Less than 25% FTE	\$750

Note: ***the recognition payment is a gross (pre-tax) amount, which means tax will be deducted before it is paid to you. The amount you receive in your bank account will therefore be less than the stated figure. ***

To be eligible, employees must be employed during the access period and the 17-day period immediately following.

The payment would be made within 28 days of the agreement being formally approved under the *Fair Work Act 2009*.

What Could this Mean for You?

The revised offer affects members in different ways, depending on classification, hours of work, and individual circumstances.

For many members, it means scheduled pay rises across the life of the agreement, including the anticipated work value adjustment for nurses in August 2026.

It also includes a one-off recognition payment for eligible employees, with the amount based on FTE worked over the previous 12 months.

Most existing conditions and entitlements would continue under the proposed agreement.

If approved, the agreement would provide certainty on wages and conditions through to September 2028.



As always, members should consider the full offer before voting — including pay outcomes, conditions, timing, and the impact on their own work and family life.

When and how to vote

Regis has advised that members will vote on the proposed Agreement by electronic ballot.

Key dates are:

- Access Period Commences: Monday 18 May 2026.
- **Voting Opens:** 0600hrs Tuesday 26 May 2026.
- **Voting Closes:** 1300hrs Wednesday 27 May 2026.

Use the access period to read the proposed Agreement and supporting material carefully before you cast your vote.

The ANMF will continue to support members throughout the voting process and is available to answer questions about how the revised offer could affect your wages and conditions.

Questions

If you have questions about the revised offer or want to talk through what it means for you, contact the ANMF.

Read the offer. Know what has changed. Cast your vote.

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

18 May 2026