



# Information for Home Care employees

Enterprise Agreement Negotiations 2026

June 2026

Slide	Messaging
1	<p><b>A better EA, built together</b></p> <p>Today, we're talking about your proposed Enterprise Agreement. This session is designed to help explain what's included in the proposed agreement, what has changed, and what those changes will mean for you in practice.</p> <p>More information is also available via the online EA negotiations hub, which provides a copy of:</p> <ul style="list-style-type: none"><li>- the latest updates from IRT;</li><li>- the proposed 2026 Enterprise Agreement and schedule of rates;</li><li>- the slides used at the employee information sessions;</li><li>- a Frequently Asked Questions document,</li><li>- a Summary of Changes document, which shows the key changes between your current agreement and the proposed agreement, and</li><li>- comparison tables between the proposed agreement and any new clauses or entitlements introduced into the relevant awards that would have applied to your employment since the commencement of the current agreement. There is a document each for the Aged Care Award 2010, Nurses Award 2020, Health Professionals and Support Services Award 2020 and the Social, Community, Home Care and Disability Services Industry Award 2010.</li></ul> <p>If you are not sure which of these four Awards apply to you, the front page of each of the Award comparison documents tells you whether this document is relevant for your role.</p>
2	<p><b>Welcome and thank you</b></p> <p>Thank you for taking the time to attend this briefing session. The purpose of this session is to explain the key terms of the proposed enterprise agreement, and how these terms would affect you.</p> <p>It is important that you stay for the whole session to ensure you understand the proposed agreement.</p> <p>If you have questions, please make a note of them as you go. There will be several opportunities over the coming days to ask questions, including to your manager or People and Culture Business Partner.</p> <p>You can also contact the EA team directly by calling 1800 965 055 or by sending an email to <a href="mailto:itsyourEA@irt.org.au">itsyourEA@irt.org.au</a>. The contact details will also be shown again at the end of this presentation.</p>

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3	<p data-bbox="277 159 715 197"><b>IRT Enterprise Agreement 2026</b></p> <p data-bbox="277 237 1385 311">As you probably know by now, the proposed agreement is going to be called the <i>IRT Enterprise Agreement 2026</i>.</p> <p data-bbox="277 353 1455 427">The proposed agreement would replace the current IRT Enterprise Agreement 2018, and is intended to cover the same group of employees.</p> <p data-bbox="277 470 1474 584">The term “Proposed Agreement” is being used because, at this stage, it is only a proposal. It does not become an agreement until a majority of employees who cast a valid vote agree to it, and it is then approved by the Fair Work Commission.</p> <p data-bbox="277 627 1461 741">Before you’re asked to vote, you will receive an information pack with the final version of the proposed agreement along with the supporting documents I mentioned just before, so that you have time to review the details.</p> <p data-bbox="277 784 1455 898">The vote is scheduled to open on 17 June 2026 and close on 22 June 2026. We’ll talk more about the voting process later in this presentation, and further details will also be shared closer to the voting period.</p> <p data-bbox="277 940 1455 1088">If the proposed agreement is approved by a majority of employees, it will then go to the Fair Work Commission for approval. The Fair Work Commission will assess the agreement to ensure that employees are better off overall and has been agreed to in accordance with the law.</p> <p data-bbox="277 1131 1430 1205">If approved, the new agreement will come into effect 7 days after Fair Work Commission approval and will replace the current 2018 Agreement.</p> <p data-bbox="277 1247 1426 1361">The agreement has a nominal expiry date of 3 years after the day it commences, but like most enterprise agreements, it would continue to apply until it is formally replaced or terminated.</p>
4	<p data-bbox="277 1406 667 1444"><b>Where have we come from?</b></p> <p data-bbox="277 1485 1445 1559">As most of you know, we strived to get a new EA in place last year, but when it came time to vote in July 2025, the majority of you voted no.</p> <p data-bbox="277 1601 1417 1675">That result gave us an opportunity to step back and reflect on what else we can offer to make the EA more attractive to staff.</p> <p data-bbox="277 1718 1458 1832">Over the months that followed, we spent time understanding what matters most to you by gathering your feedback and bringing in an independent workforce sentiment specialist to challenge our thinking.</p> <p data-bbox="277 1874 900 1912">The message was clear: pay is important to you.</p> <p data-bbox="277 1955 1420 2029">That feedback helped shape the proposed 2026 Enterprise Agreement – with a stronger focus on pay outcomes, and a number of other improvements.</p>

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5	<p data-bbox="277 159 678 197"><b>So, where are we up to now?</b></p> <p data-bbox="277 237 1150 275">This slide gives an overview of the timeline and what happens next.</p> <p data-bbox="277 315 1230 353">We spent several months designing, modelling and testing the new offer.</p> <p data-bbox="277 394 1294 472">Following this, we held a number of negotiation meetings with your employee representatives and union delegates to finalise the proposed Agreement.</p> <p data-bbox="277 512 1465 741">The Access Period is the formal period before voting begins. During this time, you will have access to the final proposed agreement and supporting information, so you can read it, consider its contents, and ask any questions before deciding how to vote. We intend to start the access period on 9 June 2026, which means you should have all the relevant documentation by then, and you will have 7 full days to consider the information before voting commences.</p> <p data-bbox="277 781 1465 972">Voting will open on 17 June and close on 22 June 2026 and will be managed by an external provider called GoVote. During this time, eligible employees will be able to vote on the proposed agreement. If the majority of employees vote in favour of the agreement, the agreement is considered 'made'. IRT will then apply to the Fair Work Commission for approval within 14 days.</p> <p data-bbox="277 1012 1465 1128">From there, the Commission will review the Agreement. This process usually takes between 10 and 45 days, although the timing is ultimately managed by the Commission. We will do everything we reasonably can to support a smooth and timely approval process.</p> <p data-bbox="277 1169 1465 1285">If the agreement is approved, it will come into effect 7 days after the Fair Work Commission's approval. We will let you know when that happens and confirm the date the agreement will come into effect.</p>
6	<p data-bbox="277 1326 580 1364"><b>The EA – What's new?</b></p> <p data-bbox="277 1404 1294 1442">Before we step through the detail, there are a few important points to call out.</p> <p data-bbox="277 1482 1417 1520">Firstly, we are not proposing to remove any existing benefits from the 2018 Agreement.</p> <p data-bbox="277 1561 1353 1599">All claims from the unions have been considered, and where appropriate, adopted.</p> <p data-bbox="277 1639 1465 1756">The changes made to the proposed Agreement are a result of new entitlements introduced into the law and modern awards that would have applied to you, or as a result of negotiations with the unions.</p> <p data-bbox="277 1796 1426 1912">Our final proposal includes a suite of new provisions that we have set out in detail in the <b>Summary of Changes</b> document and other supporting material available on the EA negotiations hub. For today's purposes, we will go through some of the key changes.</p> <p data-bbox="277 1953 1417 2031">Our hope is that with a majority yes vote, we can start delivering all these benefits once approved by the Fair Work Commission.</p>

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7	<p><b>New provisions</b></p> <p>One of the key improvements of the proposed agreement is the wage increase.</p> <p>You will see that Schedule B of the proposed agreement sets out an <b>annual wage increase of 3% each year for 3 years</b>. The table in Schedule B is intended to show you what your rate of pay will be if a 3% increase is applied each year. However, if the <b>applicable award rate plus 1.5%</b> is higher than the 3% increase, you will receive the higher rate.</p> <p>In practice, this means on each anniversary of the proposed agreement, either the 3% wage increase or an increase of 1.5% above the applicable award rate, (whichever is higher), will be applied to the rate you were earning immediately before that anniversary date.</p> <p>Accordingly, the table in Schedule B is indicative only and shows the minimum rates you will receive, based on the assumption that the annual increase applied is 3% each year.</p>
8	<p><b>New provisions</b></p> <p>All employees now have the <b>right to disconnect</b> under clause 21 of the proposed EA, which is included to match your entitlements under the Fair Work Act and modern award.</p> <p>The right to disconnect provision means that you have the right to refuse to monitor, read, or respond to contact, or attempted contact, from IRT or a third party outside of your working hours, unless the refusal is unreasonable.</p> <p>What is unreasonable? Well, this will depend on the reason for the contact, how the contact is made, the level of disruption, the level to which you are compensated, the nature of your role, and your personal circumstances.</p>
9	<p><b>New provisions</b></p> <p>Clause 21 of the proposed EA presents specific examples where IRT can contact you outside of your working hours, such as when you are on-call, where you are notified that you are required to attend or perform work or give other notice about the on-call, and where there is a roster change, shift offer or a recall to work.</p>
10	<p><b>New provisions</b></p> <p>Under clause 18.3, for new employees commencing part-time, or existing full-time or casual employees transferring to part-time, you will be given greater certainty on the days of the week you are required to work.</p> <p>At the start of employment, you and IRT will agree, in writing, to the guaranteed minimum number of hours to work each week, the days of the week you'll work, and the periods in each of those days when you'll be available to perform those hours.</p> <p>This is to reflect the nature of home care work, where shifts vary based on customer availability and cannot be predicted in advance.</p>

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11	<p><b>New provisions – part-time hours</b></p> <p>If you are not a home care employee, part-time arrangements work a little differently.</p> <p>All other part-time employees will agree, in writing, to the guaranteed minimum number of hours to work each week, the days of the week you will work, and the start and finish times of each of those days. This matches your entitlement under the Award.</p> <p>Any variation to these hours, whether you are a new part-time employee or an ongoing part-time employee, will need to be agreed to in writing, in accordance with the proposed agreement.</p>
12	<p><b>New provisions – Allowances</b></p> <p>The rates of your allowances are outlined in Schedule B, Table 2.</p> <p>As you will see in the proposed agreement, the rate of your allowance will be updated throughout the life of the proposed Agreement, in line with the applicable modern award. This means it can change during the life of the Agreement to ensure you obtain your minimum entitlement under the award.</p>
13	<p><b>Other new provisions</b></p> <p>There are a range of other new provisions in the proposed agreement.</p> <p>Under clause 27, we've introduced <b>2 days' paid appreciation leave each year</b> for all employees except for casuals. This is in addition to your annual leave, and a gesture of thanks for your hard work. This replaces the previous 1-day additional birthday leave.</p> <p>You will also be entitled to <b>three days of paid community service leave</b> under clause 32. Under the National Employment Standards, this is unpaid leave.</p> <p>You will see under clause 33 of the proposed agreement that we have increased the entitlement to paid parental leave to <b>14 weeks paid maternity leave, 14 weeks paid primary carer leave for adoption or surrogacy and 4 weeks paid bonding leave</b>, which is also known as partner leave.</p> <p>Partner leave is for when you're the child's father, the partner of the birth parent, or the partner of the initial primary carer of an adopted or surrogate child. Partners also include ex-partners, whether or not they are the parent of the child.</p>
14	<p><b>Other new provisions</b></p> <p>While not a new provision, we are changing all references of <b>Care Managers</b> to <b>Residential Managers</b>, and <b>Lifestyle</b> to <b>Wellbeing</b>. This is to align with the recently strengthened Aged Care Quality Standards.</p> <p>In the proposed agreement, we are also introducing a <b>new classification structure for ACE and Home Care employees</b> between Levels 1 and 2.</p>

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	<p>1. The first change is the amendment to the qualification requirements for Level 1 and Level 2 ACE Direct Care and Home Care employees. The threshold is now determined by 3 calendar months, rather than performing exactly 500 hours. So, if an ACE Direct Care employee has no qualification and less than 3 months' experience, they will be classified as a Level 1 employee. Once they have completed 3 months' experience, they will then become a Level 2 employee.</p> <p>2. The second change is that we are introducing a new classification, called <b>Level 1B Introductory and Qualified</b>. This new 1B classification is designed to cover employees who have a Certificate III qualification in a relevant field but have less than 3 months' experience. Once this employee completes 3 months' experience conducting Level 1 tasks, they will be moved to a Level 3 classification.</p> <p>We have also <b>updated the bed number ranges</b> for Senior Care Coordinators and Residential Managers to ensure it is properly covered.</p> <p>Under clause 22.2, we have limited when <b>a roster may be altered</b> at any time to when another employee is absent from duty on account of illness or in an emergency, so as to enable the service of IRT to continue.</p> <p>In the current agreement, the scope is wider to permit other reasons to enable the service to continue.</p>
15	<p><b>Other new provisions</b></p> <p>Under clause 28.1, <b>registered nurses will benefit from an increased in-charge allowance rate</b> to better recognise the additional competencies and responsibilities.</p> <p>You will see at clause 30.7(c)(iii) that you are only required to provide a <b>medical certificate or statutory declaration for absences of personal/carer's</b> leave of greater than 2 days, which is increased from one day under current practices.</p> <p>We are committed to providing support to those of you who experience domestic violence. To match the improvements that have recently been made to the Fair Work Act, you will see at clause 52 that you will be entitled to <b>paid family and domestic violence leave</b>. We have doubled this entitlement to <b>20 days</b> instead of 10 days for full-time and part-time employees.</p> <p>While the Agreement currently states that casual employees are not entitled to paid leave, this was an oversight by us. Under the National Employment Standards (NES), casual employees would also be entitled to 10 paid days' leave in specific circumstances. The proposed Agreement contains a NES precedence clause at clause 11, which essentially states that where there is any inconsistency between the agreement and NES, the NES entitlement will apply to the extent of that inconsistency.</p> <p>At clause 18.4, we have <b>redefined casual employees</b> to be the same as the Fair Work Act. A person is a casual employee if there is no firm advance commitment to continuing and indefinite work, and they are entitled to a casual loading or specific pay rate under a contract or agreement. Casual conversion rights are in accordance with the Fair Work Act.</p>

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16	<p><b>Other new provisions</b></p> <p>You will also benefit from <b>increased natural disaster leave</b> at clause 38 from one to two days per year.</p> <p>In line with the changes under the law, you will find at clause 31 that <b>compassionate leave</b> also applies to those who experience the sadness of miscarriage.</p> <p>Clause 23.2 to 23.4 provides clear guidance on accommodating <b>lactation breaks</b> fairly and consistently.</p> <p>We also <b>removed certain allowances</b> that no longer apply to employees. That includes sleepovers, service allowance and live-in house-keeper work.</p>
17	<p><b>Other new provisions</b></p> <p>We have included a new provision at clause 54 relating to <b>workplace delegates' rights</b> to match the new minimum standard for workplace delegates under the modern awards.</p> <p>A workplace delegate is a person who is elected or appointed, in accordance with the rules of the union, to be a delegate or representative, (however described), for members of the organisation. They may also be called a union representative.</p> <p>Delegates have the right to represent the industrial interests of union members and potential members. Clause 54 provides certain entitlements to delegates, such as reasonable communication with union members and potential members about their workplace interests, and access to the workplace or workplace facilities.</p> <p>Under the 2018 agreement, <b>overtime on Saturdays</b> was at 150% of your rates for the first 2 hours, then 200% thereafter. You will see at clause 24.2 and 24.3, we have now changed this to a fixed 200% rate (or 250% if you're a casual employee) for overtime worked on Saturdays.</p> <p>You will also find at clause 41.4. that the ability to form a <b>consultative team</b> has also been expanded to other facilities with more than 40 employees or 60 or more beds.</p> <p>Clause 41.3 sets out the <b>additional consultation procedure</b> which IRT will go through when it proposes to introduce a change to the rosters or your ordinary hours of work.</p>
18	<p><b>Other new provisions</b></p> <p>Under clause 20.1(d), we have also amended the ordinary hours for each shift to be 8 hours as opposed to 10 hours, (as it is in the current enterprise agreement).</p> <p>As previously mentioned, there are several more changes in the proposed EA, but these are the main highlights. We strongly encourage you to review the proposed <b>IRT Enterprise Agreement 2026</b>, the <b>Summary of Changes</b> document and <b>other supporting materials</b>, and reach out if you have any questions.</p>

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19	<p><b>Applicable Awards</b></p> <p>All of you, if not for the enterprise agreement, would have been covered by one of these four awards, namely the fourth award, which applies to home care employees.</p> <p>Since the 2018 Enterprise Agreement came into effect, there have been a number of changes to the Social, Community, Home Care and Disability Services Industry Award 2010. We will go through this Award to demonstrate where we have either changed or omitted the new entitlements, and some key introductions for your attention.</p> <p>The next slides are just the prominent changes. All other changes are outlined in the <b>Award Comparison table</b> documents. Any new award provisions not mentioned in those documents are substantially the same as the proposed EA.</p> <p>You're strongly encouraged to review the <b>Award Comparison table relevant to your role</b> to understand what changes were made to the Award and how these have been changed in the proposed Agreement.</p>
20	<p><b>SCHADS Award 2010</b></p> <p>There are a few areas where the proposed EA is different to the award.</p> <ul style="list-style-type: none"> <li>• <b>Part-time hours:</b> The terms are quite different from where the guaranteed hours and days of work are agreed to. Unlike the Award, the proposed EA does not require home care employees to agree, in writing, the set days and the start and finish times before commencing. That is because, in practice, this is not possible to predict. As you know, the nature of your work means shifts vary based on customer availability and service time preferences. To give you as much certainty as possible with your role, you will receive your rosters at least 2 weeks in advance and your shifts will be rostered within your availability.</li> <li>• <b>Review of part-time hours:</b> The terms are substantially the same, however the proposed EA clarifies that hours worked because of a temporary circumstance – such as backfilling an employee while on leave, or a temporary need of a customer - will not justify a change of guaranteed minimum number of hours. This is because a temporary arrangement does not accurately reflect your hours.</li> </ul>
21	<p><b>SCHADS Award 2010</b></p> <ul style="list-style-type: none"> <li>• <b>Broken shifts:</b> The terms of the Award are somewhat different from the proposed EA. The proposed EA offers more flexibility and incorporates specific provisions that depart from the Award.</li> </ul> <p>For example, under the proposed Agreement, you will still be entitled to an allowance, but also a 10% penalty for shifts that start before 10am but end past 8pm. It also allows three broken shifts with two unpaid breaks to be arranged by general agreement, whereas the Award requires a case-by-case agreement unless part of a formal work pattern. Also, you are entitled to a minimum break of 8 hours between shifts by agreement, compared to a strict 10-hour minimum in the Award.</p>

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	<ul style="list-style-type: none"> <li>• <b>Rosters:</b> The terms are almost the same, but the proposed EA varies the Award to permit alterations to rosters at any time where another employee is absent from duty, or in an emergency, so as to enable the services of IRT to continue. The Award also states that a change may be proposed to accommodate an agreed shift swap with another employee, subject to the employer's agreement.</li> </ul>
22	<p><b>SCHADS Award 2010</b></p> <ul style="list-style-type: none"> <li>• <b>Customer Cancellations:</b> The terms are somewhat different. The proposed EA sets out a specific process for situations where your guaranteed minimum hours cannot be met due to a customer's death, hospitalisation or any other extenuating circumstance that has affected their need for care and thereby affected your hours.</li> </ul> <p>This doesn't reduce the Award entitlements but instead clarifies what options are available when this occurs, like reallocating work from other employees, (in specific circumstances), accessing leave, stand down arrangements, or – where guaranteed hours still cannot be met after 6 weeks or earlier by agreement – redundancy as a last resort.</p> <p>The proposed EA also changes the notice requirements for directing an employee to make-up time following a customer cancellation.</p> <ul style="list-style-type: none"> <li>- Under the proposed EA, notice must be within 7 days of the scheduled work, but greater than 24 hours before the work was due to start.</li> <li>- Under the Award, notice can be as little as 12 hours.</li> </ul> <p>Another change relates to when make-up time can be worked.</p> <ul style="list-style-type: none"> <li>- Under the proposed agreement, if IRT directs you to work make-up time in the same pay period as the cancelled service, you must be given at least 24 hours' notice. If the make-up time is to be worked at another time, IRT must give you at least 7 days' notice, unless you agree to a shorter notice period.</li> <li>- Under the Award, you must be given 7 days' notice, unless you agree to a shorter period.</li> </ul>
23	<p><b>SCHADS Award 2010</b></p> <ul style="list-style-type: none"> <li>• <b>Overtime triggers:</b> The Award has changed the manner in which overtime applies. These are applied differently under the proposed Agreement at clause 24. <ul style="list-style-type: none"> <li>○ <b>For full-time employees,</b> under the Award, overtime kicks in after working more than your daily rostered ordinary hours, and for day workers, work done outside the span of hours. Under the proposed EA, overtime applies if you work beyond your ordinary hours, or over a 12-hour span in a broken shift.</li> <li>○ <b>For part-time employees,</b> the Award grants overtime if you work more than 38 hours per week, 76 hours per fortnight, 10 hours in a day, and for day workers, the span of hours. The proposed EA has the same triggers, (except the span of hours), and adds circumstances where you; exceed your rostered hours, (unless you agreed to do so), work more than 152 hours over 4 weeks, more than 12 hours in a broken shift, or more than 10 shifts per fortnight.</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>○ <b>For casual employees</b>, the Award provides overtime if you; work more than 38 hours per week, 76 per fortnight, 10 hours in a day, and for day workers, the span of hours. The proposed EA contains the same triggers, (other than the span of hours), and adds circumstances where you work beyond 10 shifts per fortnight or over a 12-hour span in a broken shift.</li> </ul> <p>The other difference to mention is that you will benefit from higher overtime rates under the proposed agreement. This includes an overtime rate of 200% on Saturdays instead of 150% for the first 2 hours, then 200% thereafter.</p>
24	<p><b>SCHADS Award 2010</b></p> <ul style="list-style-type: none"> <li>• <b>Recalled to Work:</b> If you are recalled to work after having left the workplace, you are guaranteed a minimum of 4 hours under the proposed EA, as opposed to 2 hours under the Award.</li> <li>• <b>Weekend Penalty Rates:</b> The proposed Agreement contains lower penalty rates for weekend work on Sundays only.</li> <li>• <b>Uniform and Laundry:</b> Under the Award, employees are entitled to 32 cents of laundry allowance per shift where they provide notice of uniform being soiled. This is not provided for under the proposed Agreement.</li> </ul>
25	<p><b>SCHADS Award 2010</b></p> <ul style="list-style-type: none"> <li>• <b>Redundancy:</b> The Award includes entitlements such as notice periods for lower-paid roles due to redundancy, (or equivalent payment in lieu of notice), entitlements available when you give notice of termination during the minimum period of notice, and job search entitlements. The proposed EA doesn't include any of these entitlements, but it does offer more generous provisions, including higher redundancy pay.</li> <li>• <b>Superannuation:</b> The new superannuation clauses require that IRT checks with the ATO if you have a stapled superannuation fund if you do not nominate anything. This should not apply to you, as you are not new employees. But the more relevant aspect is that, under the Award, the salary sacrifice request must be in writing and this is not provided for under the Agreement.</li> </ul>
26	<p><b>SCHADS Award 2010</b></p> <ul style="list-style-type: none"> <li>• <b>Workplace Delegates Right:</b> the proposed Agreement slightly updates the Award by requiring delegates to share training knowledge in accordance with the policy.</li> </ul>
27	<p><b>SCHADS Award 2010</b></p> <ul style="list-style-type: none"> <li>• <b>Remote work, 24-hour care and sleepovers:</b> All these entitlements under the Award are not mentioned under the proposed EA, as we do not require you to perform remote work, 24-hour care or sleepovers.</li> </ul> <p>You're strongly encouraged to review the <b>Award Comparison table relevant to your role</b> to understand what changes were made to the Award and how these have been changed in the proposed Agreement.</p>

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28	<p><b>Added benefits – employee package</b></p> <p>In addition to the proposed EA, IRT offers a comprehensive employment package. Some of these benefits include:</p> <ul style="list-style-type: none"> <li>• generous long service leave provisions;</li> <li>• Fitness passport;</li> <li>• access to professional development;</li> <li>• a rewards program;</li> <li>• career pathways and progression;</li> <li>• health and wellbeing support via TELUS Health, and</li> <li>• salary packaging.</li> </ul>
29	<p><b>Additional benefits – Long Service Leave</b></p> <p>The proposed agreement intends to provide more beneficial terms for your long service leave. In particular, after 10 years, EA employees will accrue Long Service Leave at 2.5 times the rate prescribed in state Long Service Leave Acts.</p>
30	<p><b>What happens next?</b></p> <ol style="list-style-type: none"> <li>1. IRT intends to commence the 'Access Period' on Tuesday 9 June 2026. This is a formal process expected by the Fair Work Commission.</li> <li>2. The voting period will open on Wednesday 17 June and close on Monday 22 June 2026.</li> <li>3. Once voting closes, the votes will be counted by GoVote and we'll share the outcome with you. If majority of votes are in favour of the EA, (majority meaning 50% plus 1), it will be provided to the Fair Work Commission for approval. Once approved by the Fair Work Commission, it will come into effect 7 days later.</li> </ol>
31	<p><b>Make your vote count</b></p> <p>On Monday 15 June, GoVote will let you know that voting will soon begin and provide you with instructions via email and SMS on how to vote.</p> <p>Voting will open at 12.01am on Wednesday 17 June and close at 7am on Monday 22 June 2026. Voting is simple – there will be one question, and you can answer YES or NO. GoVote will also send you reminders during the voting period.</p> <p>On 22 June, once the voting period closes, GoVote will count the votes, and we'll let you know the result.</p>
32	<p><b>Check your details</b></p> <p>GoVote will send voting information to you via the email and mobile phone number recorded in My Central, which is also known as Success Factors.</p> <p>If you need to update your details to ensure you get all the relevant information, or if you have not received any information yet, check your details in Success Factors and update them if required. You can also contact your manager or P&amp;C Business Partner if you need support with this.</p>

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33	<p><b>Voting YES or NO.</b></p> <p>You are voting on the proposed agreement as a whole. You cannot vote yes to some parts and no to others.</p> <p>Voting <b>YES</b> means you support the proposed agreement. If a majority of employees vote yes, the agreement will be submitted to the Fair Work Commission for approval. Once approved, employees will receive the pay increase this year and the other new benefits included in the agreement.</p> <p>Voting <b>NO</b> means you do not support the proposed agreement. If a majority of employees vote no, the agreement will not be approved. This means no entitlements will be delivered this year and we will return to the negotiation table.</p> <p>Choosing <u>not to vote at all</u> means you're leaving the outcome in the hands of others.</p>
34	<p><b>Keeping you informed</b></p> <p>We'll continue to keep you informed using a range of channels, including the online EA negotiations hub, email, My Central, SMS, Viva Engage, staff noticeboards, Platinum, team meetings and other supporting resources.</p> <p>As we move through the remaining stages of the process, please keep an eye on these channels for the latest updates and information.</p>
35	<p><b>Questions and support</b></p> <p>If you have any questions about the EA or the voting process, please speak to your manager or your People and Culture Business Partner.</p> <p>You can also call the EA hotline on 1800 965 055 or send an email to: <a href="mailto:itsyourEA@irt.org.au">itsyourEA@irt.org.au</a>.</p> <p>If English is your second language and you need assistance, please let us know. We have made some materials available to staff in Hindi, Nepalese and Filipino.</p>
36	<p><b>A better EA, built together</b></p> <p>Thank you.</p>