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# A better EA, built together

Everything you need to know

May – June 2026



# Welcome and thank you



The purpose of this session is to **explain the key terms** of the Proposed Agreement and how these terms would affect you.



It is important that you **stay for the whole session**, so you understand the Proposed Agreement.



If you have any **questions**, please speak with your manager or P&C Business Partner. You can also contact the EA team directly on 1800 965 055 or at [itsyourEA@irt.org.au](mailto:itsyourEA@irt.org.au).

# The Enterprise Agreement 2026



1

Replaces *IRT Enterprise Agreement 2018*

2

Covers the same employees.

3

Commences 7 days after FWC approval.

4

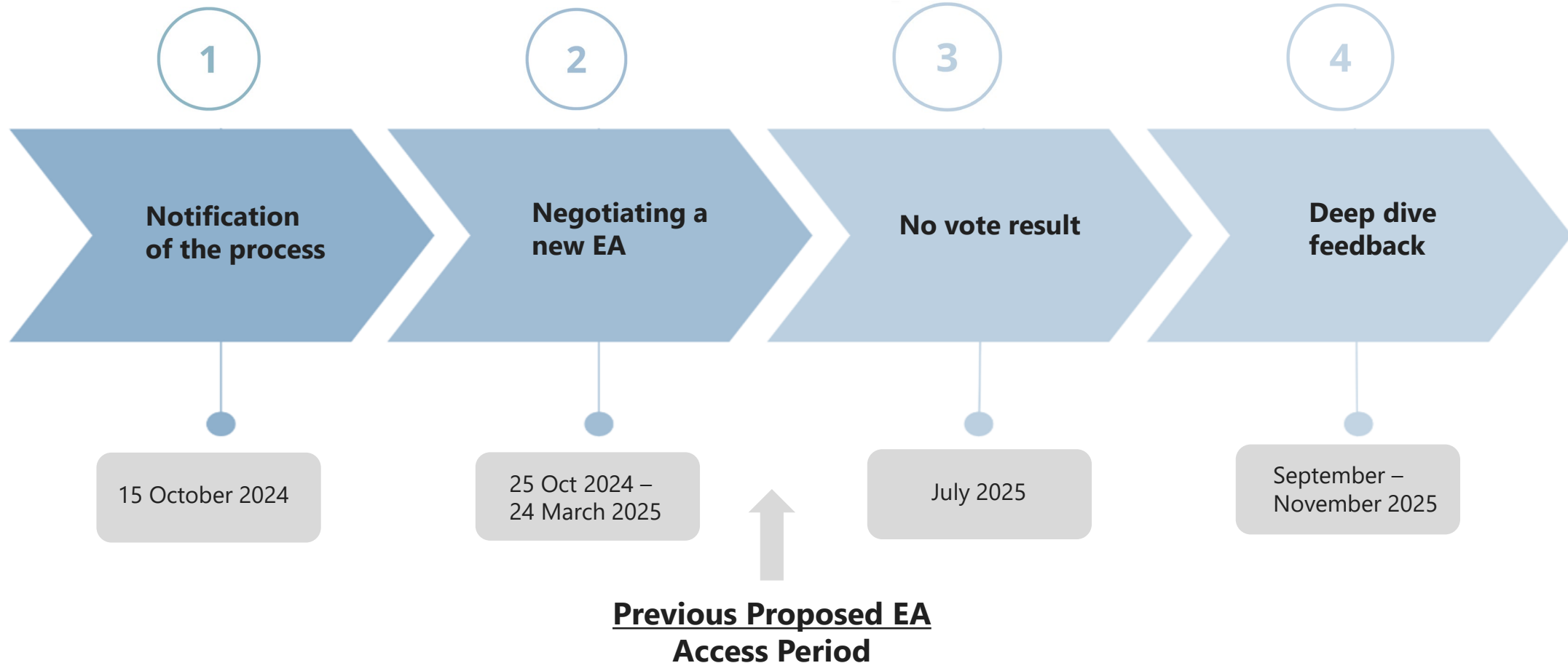
Expires 3 years after FWC approval.

5

Vote scheduled from 12:01am, Wednesday 17 June to 7am, Monday 22 June 2026.

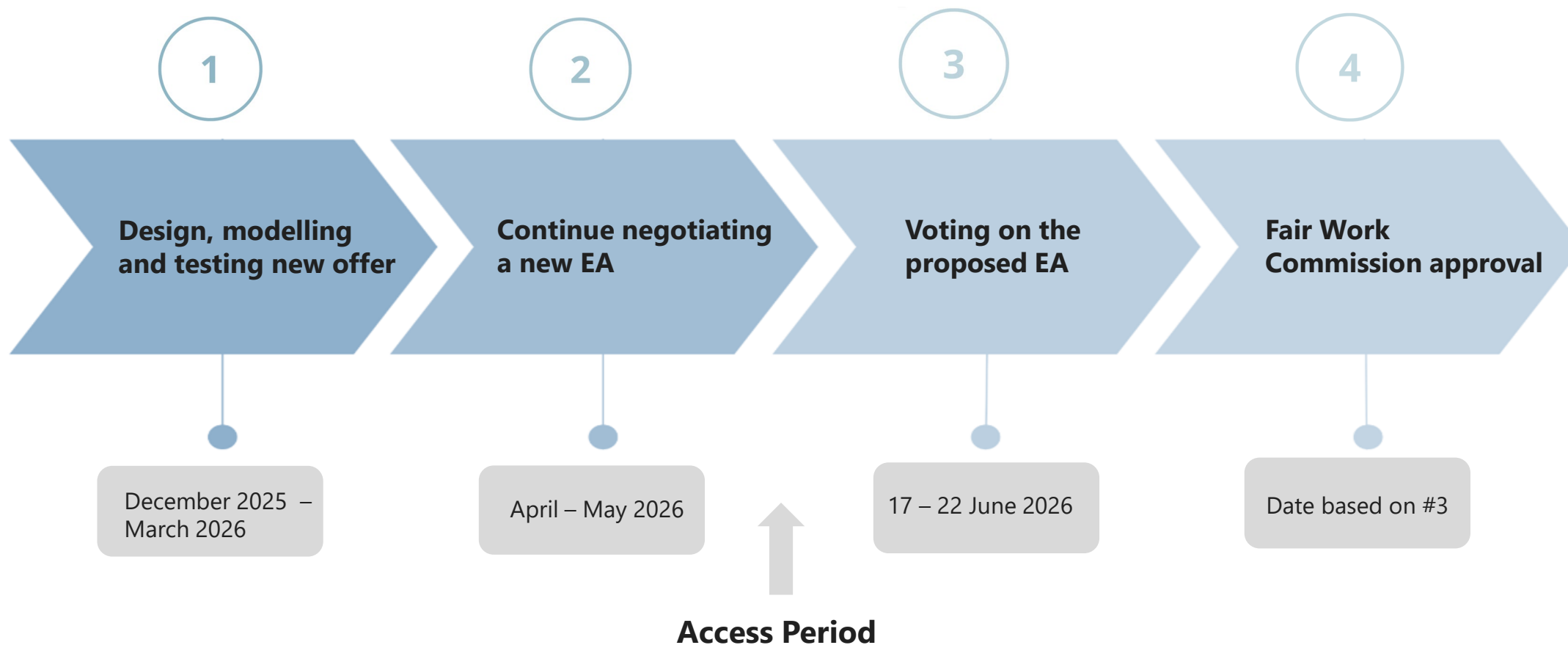
# Where have we come from?

2024 - 2025

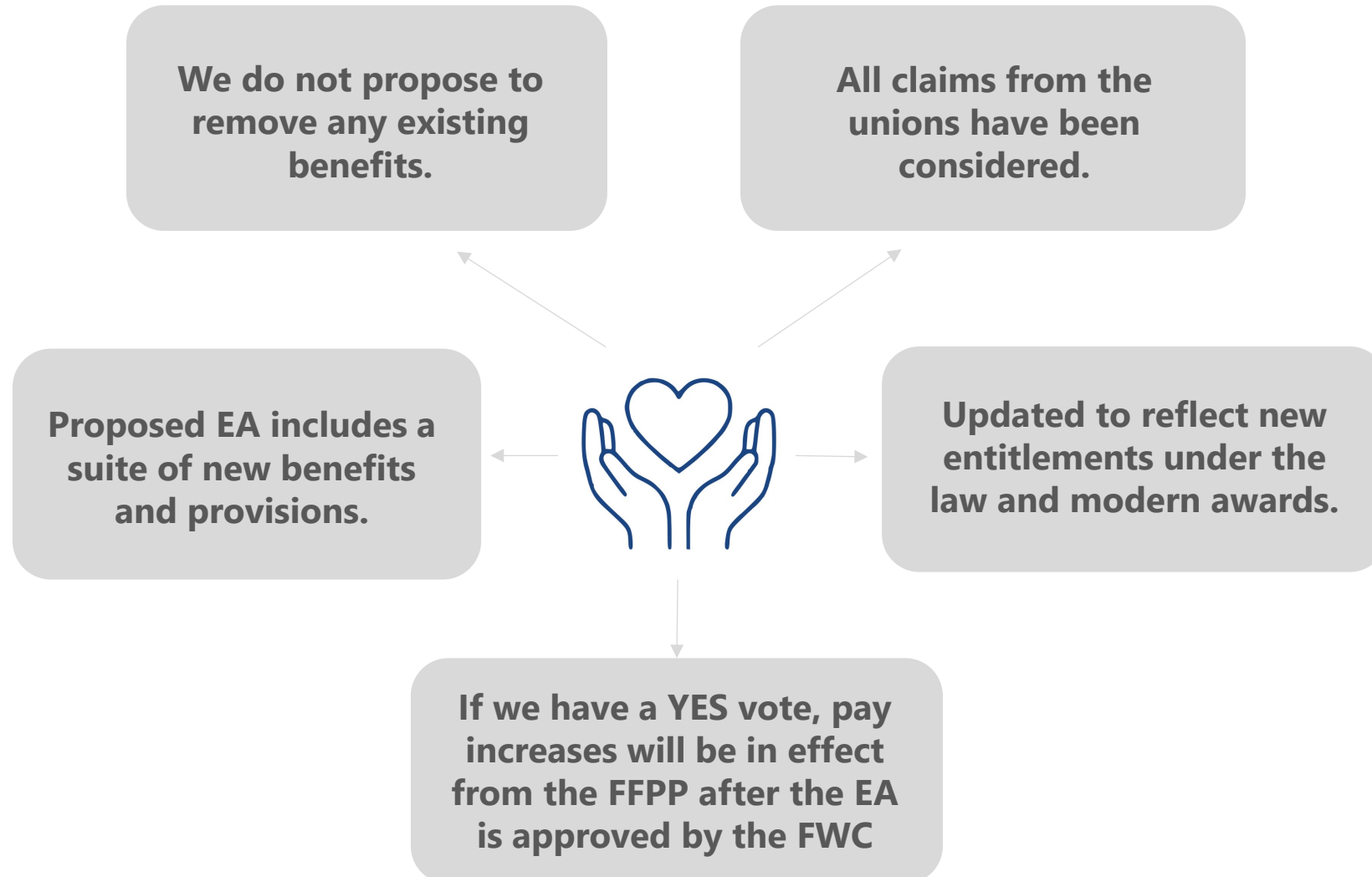


# Where are we up to now?

2026



# The EA – what's new?



# New provisions



**Wage increase of 3% each year for the life of the agreement, or 1.5% above the applicable award rate (whichever is higher).**

## When will the wage increases come into effect?

- **When approved by the FWC in 2026** – all EA employees will receive a 3% increase or 1.5% above the applicable award rate.
- **July 2027** - all EA employees will receive a 3% increase or 1.5% above the applicable award rate.
- **July 2028** - all EA employees will receive a 3% increase or 1.5% above the applicable award rate.





## Clause 21: Right to Disconnect

You have the right to disconnect and refuse to monitor, read or respond to contact, or attempted contact from IRT or a third party outside of work hours unless the refusal is unreasonable.

### What is unreasonable?

Consideration will be made to:

- the reason for the contact or attempted contact;
- how the contact, or attempted contact, is made
- level of disruption the contact or attempted contact causes you;
- the level to which you are compensated;
- the nature of your role and your level of responsibility; and
- your personal circumstances (including family or caring responsibilities).





## Clause 21: Right to Disconnect

### When can IRT contact you?

Clause 21 provides that IRT can require you to monitor, read or respond to contact, or attempted contact, outside of your working hours where:

- a) you are being paid an on-call allowance under the EA;
- b) IRT's contact is to notify you that you are required to attend or perform work or give other notice about being on-call.
- c) to notify you of a roster change or shift offer in accordance with the EA;
- d) to notify you a recall to work in accordance with the EA.





## Clause 18.3: Part-time Hours

### Guaranteed Minimum Number of Hours

Before commencing part-time employment, you and IRT will agree in writing:

- a) your guaranteed minimum number of hours to be worked each week;
- b) the days of the week you will work; and
- c) the start and finishing times each day.



# New provisions



## Clause 18.3: Part-time Hours

### Home Care Employees

Before commencing part-time employment, you and IRT will agree in writing:

- a) your guaranteed minimum number of hours to be worked each week;
- b) the days of the week and the periods in each of those days, when you will be available to work the guaranteed hours.



# New provisions



## Clause 28 & Schedule B, Table 2: Allowances

Broken Shift – one occasion – Home Care	\$20.82
Broken Shift – two occasions – Home Care	\$27.63
Broken Shift – Aged Care	0.5 x hourly rate
Overtime - Breakfast	\$16.35
Overtime – Luncheon	\$21.14
Overtime - Evening Meal	\$30.85
In charge Shift allowance - RN working in a residential aged care facility less than 100 beds	\$30.91
In charge Shift allowance - RN working in a residential aged care facility, 100 beds or more	\$49.80

On call	\$38.05
On call during meal break	\$13.57
Continuing education allowance: RN (28.5 g)	\$23.60
Continuing education allowance: RN (28.5 h)	\$39.31
Continuing education allowance: RN (28.5 i)	\$47.17
Continuing education allowance: EN (28.5 j)	\$15.72
Fire Safety Officer - less than 100 beds - per week	\$21.40
Fire Safety Officer - more than 100 beds per week	\$47.72

# Other new provisions



## 2 days appreciation leave each year

In addition to annual leave and as a gesture of thanks for your hard work. This replaces the previous one day of additional (birthday) leave.



## 3 days paid Community Service leave for each financial year

Which is currently unpaid leave.



## 14 weeks' paid parental leave

Available for maternity leave for birth mothers or adoption or surrogacy for initial primary carer.



## 4 weeks' paid partner leave

Time off 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.

# Other new provisions



## Changing the name of “Care Managers” and “Lifestyle”

Care Managers will now be referred to as “Residential Managers”, and Lifestyle will now be referred to as “Wellbeing”



## Introducing new classification structure for ACE and Home Care Levels 1 and 2

For ACE and Home Care employees, the reference to “500 hours’ experience” is replaced with “3 months’ experience” and introduces a new Level 1B classification for employees with a Cert III qualification but no work experience.”



## Updating bed number ranges

Bed number ranges for Senior Care Coordinators and Residential Managers updated.



## Limiting when a roster may be altered at any time

Rosters may be altered at any time where another employee is absent on account of illness or in an emergency, to enable the services of IRT to continue.

# Other new provisions



## Increase in the RN in-charge allowance rate

To better recognise additional competencies and responsibilities.



## Medical certificate requirements

No requirement to provide a medical certificate (or stat dec) for absence of personal/carers leave of up to 2 days (increased from 1 day).



## 20 days paid family domestic violence leave

Double the statutory entitlement.



## New definition of casual employee

Definition and casual conversion in line with legislation.

# Other new provisions



## Increased natural disaster leave

From one to two days per year.



## Additional compassionate leave

For those who experience the sadness of miscarriage.



## Lactation breaks

Clear guidance on accommodating lactation breaks fairly and consistently.



## Removal of certain allowances

Employees no longer required to perform sleepovers, service allowance or live-in housekeeper work.

# Other new provisions



## Workplace Delegates' Rights

New right of representation, entitlement to reasonable communication, access to workplace and facilities, and more.



## Overtime on Saturdays

Employees working overtime on Saturdays will receive 200% overtime.



## Consultative Team

Now applies to other facilities with more than 40 employees or 60 or more beds.



## Additional consultation process

New consultation provision relating to change to rosters or ordinary hours of work.

# Other new provisions



## Reducing ordinary hours of work

Amending ordinary hours of work from 10 hours to 8 hours.

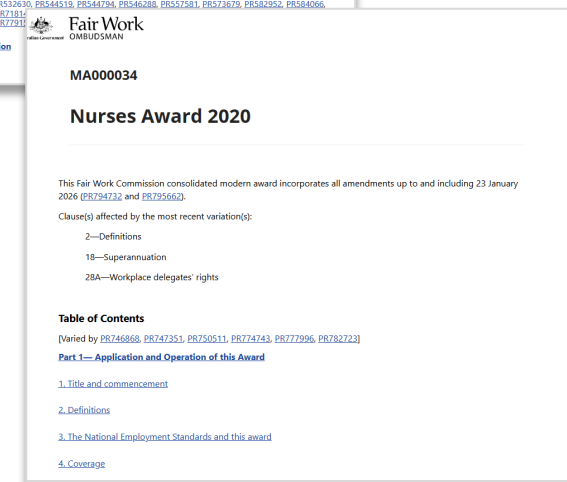
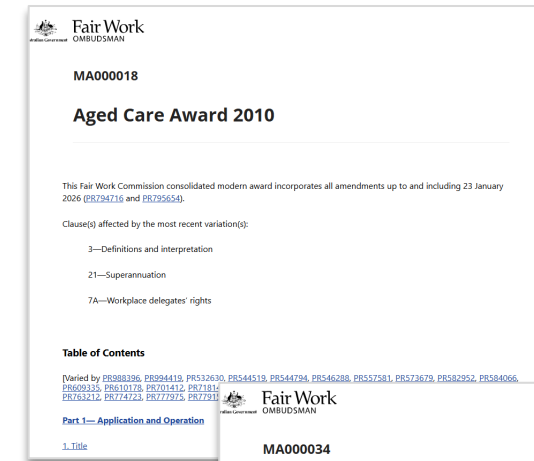


## Plus more...

We'll share additional documents soon, so you have the information you need to understand the full terms of the proposed 2026 Enterprise Agreement.

# Applicable Awards

-  **1** Aged Care Award 2010
-  **2** Nurses Award 2020
-  **3** Health Professionals and Support Services Award 2020
- 4** Social, Community, Home Care and Disability Services Industry Award 2010



# Aged Care Award 2010



Entitlement	Proposed EA	Award
Payment on termination of employment	<b>Clause 19.5</b> Monies owed paid on same day (with notice), or next pay day (without notice)	<b>Clause 17.3</b> Monies owed paid no later than last day of formal notice period (with notice), or within 7 days of last day of employment in all other circumstances.
Minimum engagement for broken shifts	<b>Clause 20.3</b> Not specified. Generic minimum 2 hours for each shift for PT and casuals	<b>Clause 22.8</b> PT and casuals receive minimum payment of 2 hours per engagement
Right to Disconnect	<b>Clause 21</b> Employees may be required to monitor, read or respond to contact or attempted contact where paid an on-call allowance, or notified to attend or perform work or give other notice about the on-call	<b>Clause 22A</b> Employer may contact, or attempt to contact, employee outside of working hours in circumstances including to notify emergency roster change or recall to work.



**Additional documents with more information about this will be provided soon.**

# Aged Care Award 2010



Entitlement	Proposed EA	Award
Overtime triggers	<b>Clause 24</b> Narrower overtime triggers for FT, but wider triggers for PT and casuals	<b>Clause 25</b> Wider overtime triggers for FT, but narrower triggers for PT and casuals
Rest period after overtime	<b>Clause 24</b> If required to continue working without observing prescribed rest break, paid overtime rates.	<b>Clause 25</b> If required to continue working without observing prescribed rest break, paid at 200%.
<b>Redundancy:</b> Transfer to lower paid duties, payment where resigned during notice or job search entitlement	<b>Clause 42</b> Not specified.	<b>Clause 12</b> Provides an entitlement respect to transfer to lower paid duties, payment when resigned during notice, and job search entitlement.



**Additional documents with more information about this will be provided soon.**

# Aged Care Award 2010



Entitlement	Proposed EA	Award
Workplace Delegates' Rights	<b>Clause 54</b> Requires delegates to provide evidence of attendance and information and knowledge gained from training.	<b>Clause 7A</b> Requires delegate to provide evidence of their attendance.



**Additional documents with more information about this will be provided soon.**

# Nurses Award 2020



Entitlement	Proposed EA	Award
Public Holidays on RDOs	<b>Clause 26</b> Not specified	<b>Clause 28.4</b> Ordinary day pay for public holidays on your RDO, except when the public holiday falls on a weekend if you are a Monday to Friday worker.
Overtime for casual employees	Not specified.	<b>Clause 19.2</b> Overtime rates do not apply to Levels 4 and 5 Registered Nurses.
Workplace Delegate Rights	<b>Clause 54</b> Requires delegates to provide evidence of attendance and information and knowledge gained from training.	<b>Clause 28A</b> Requires delegate to provide evidence of their attendance.



**Additional documents with more information about this will be provided soon.**

# Health Professionals & Support Services Award 2020

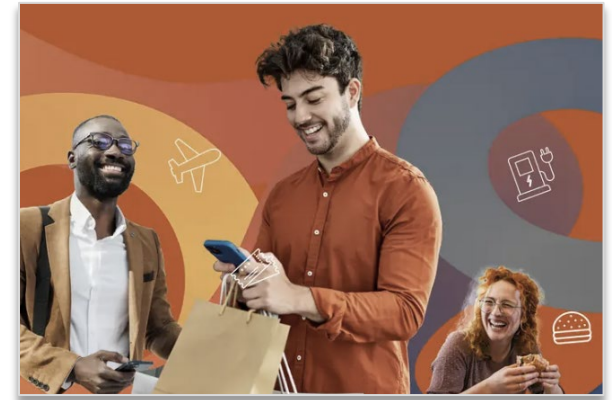
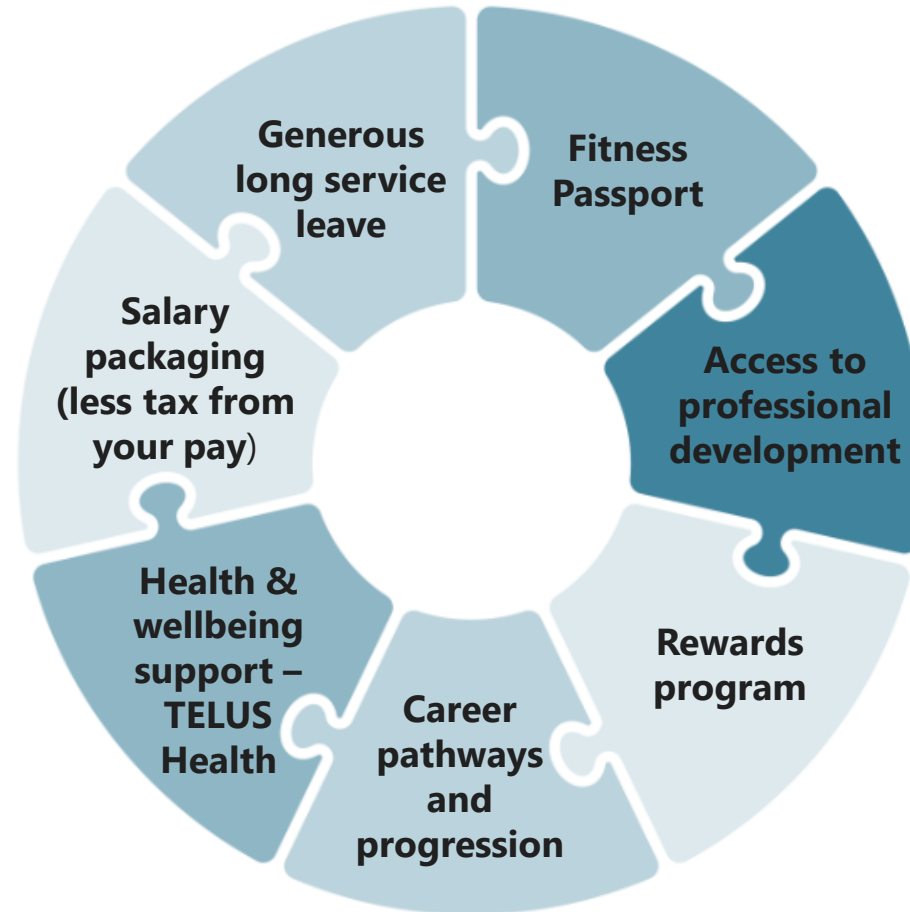


Entitlement	Proposed EA	Award
Rest period after overtime	<b>Clause 24</b> If required to continue working without observing prescribed rest break, paid overtime rates.	<b>Clause 25</b> If required to continue working without observing prescribed rest break, paid at 200%.
Superannuation	<b>Clause 46</b> No requirement for written salary sacrifice request, or to check with ATO for stapled superannuation fund if none nominated.	<b>Clause 24</b> Requires written salary sacrifice request, and to check with ATO for stapled superannuation fund if not nominated by you.
Workplace Delegates' Rights	<b>Clause 54</b> Requires delegates to provide evidence of attendance and information and knowledge gained from training.	<b>Clause 33A</b> Requires delegate to provide evidence of their attendance.



**Additional documents with more information about this will be provided soon.**

# Additional benefits – employee package



# Additional benefits – Long Service Leave (LSL)



Did you know that after 10 years, EA employees accrue Long Service Leave at **2.5 times the rate** prescribed in state LSL Acts?

Years of service	IRT EA provision	LSL Act provision
15 years	19.5 weeks	13 weeks
20 years	30.3 weeks	17 weeks

# What happens next?



Date	Stage
<b>Tuesday 9 June – Tuesday 16 June 2026</b>	<b>Access Period</b> <ul style="list-style-type: none"><li>• This is the formal period before voting begins.</li><li>• During this time, you will have access to the final proposed EA and supporting information, so you can read it, consider its contents, and ask any questions before deciding how to vote.</li></ul>
<b>Wednesday 17 June - Monday 22 June 2026</b>	<b>Voting period (more details on next slide)</b> <ul style="list-style-type: none"><li>• Employees will be able to vote on the proposed EA.</li><li>• It will be managed by external provider, GoVote.</li><li>• More information about how to vote will be shared soon.</li></ul>
<b>Monday 22 June 2026</b>	<b>Ballot results</b> <ul style="list-style-type: none"><li>• Once voting closes, the votes will be counted by GoVote, and we'll share the outcome with you.</li><li>• If the majority vote YES, we then seek formal approval from the Fair Work Commission. We expect all benefits to be available from August (subject to FWC approval)</li></ul>

# Make your vote count

When?	What happens?
<b>15 June 2026</b>	GoVote will let you know that voting will soon begin.
<b>17 June 2026</b>	Voting opens at 12.01am on 17 June <ul style="list-style-type: none"><li>• Go Vote will send you an SMS and email.</li><li>• Voting is simple – YES or NO.</li></ul>
<b>22 June 2026</b>	Voting closes at 7am.
<b>22 June 2026</b>	We'll let you know the result.



# Check your details



1. Go to Success Factors
2. Go to your profile
3. Go to Personal information
4. Scroll down to Contact information
5. Check details are correct
6. Update them using the edit tool
7. Save changes

The screenshot displays the IRT user interface. At the top, there is a navigation bar with the IRT logo, a 'Home' dropdown, and a search bar labeled 'Search for actions or people'. Below the navigation bar is a banner image with the text 'Good afternoon!'. Underneath the banner is a 'Quick Actions' section with 14 icons for various tasks: Manage My Team, Delegate My Workflows, Request Time Off, View My Profile, View Org Chart, View Team Absences, Manage My Goals, View Report Centre, View Company Documents, Activate Mobile App, View Pending Workflows, Manage Team Positions, View Reminders, and View Favourites. Below the Quick Actions is a menu with four options: Personal Information (selected), Employment Information, Time Off, and Cost Distribution. The 'Personal Information' section is expanded, showing a 'Personal Information' header with an edit icon and a refresh icon. Below this, it displays 'Effective as of: 08 Feb 2021'.

# Voting YES or NO



✓ YES	✗ NO
<ul style="list-style-type: none"><li>• <b>Yes to all the benefits proposed in the new EA.</b></li><li>• Pay rise will be applied in 2026 when the EA is approved by the FWC.</li><li>• All other benefits available from FWC approval of EA.</li></ul>	<ul style="list-style-type: none"><li>• <b>No to all the benefits.</b></li><li>• Nothing delivered in 2026.</li><li>• Back to the negotiation table.</li></ul>

**Don't vote at all?** You leave the outcome in the hands of others.

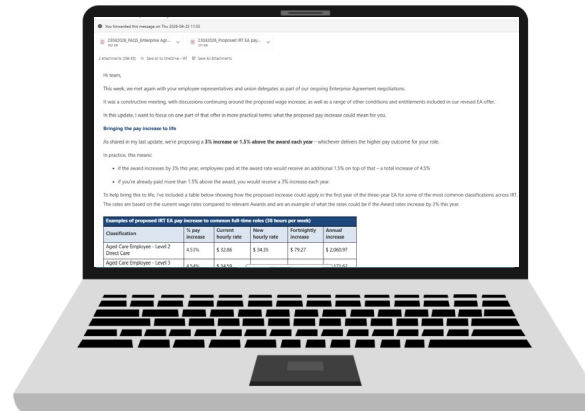
# Keeping you informed



## EA information hub



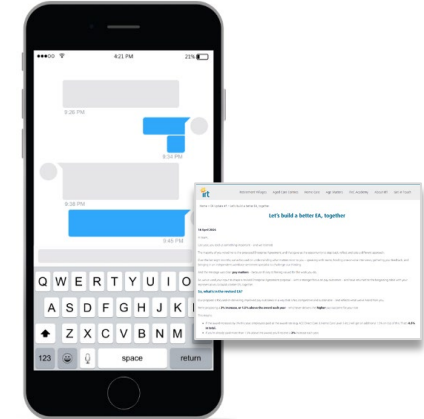
## Email



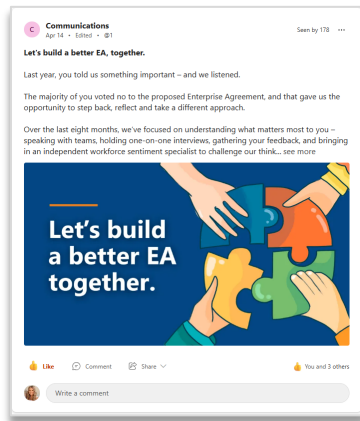
## My Central



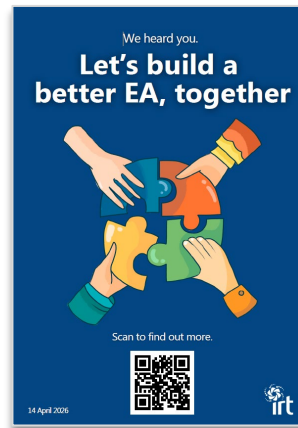
## SMS



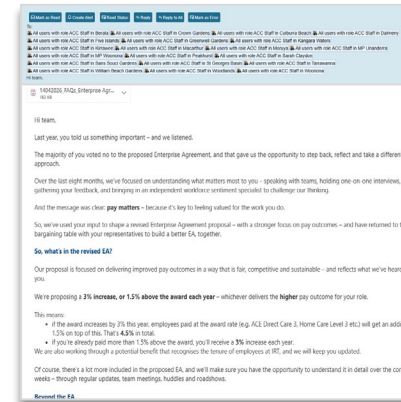
## Viva Engage



## Staff noticeboards



## Platinum



## Meetings & resources



# Questions and support



**Call the EA hotline at 1800 965 055**



**[itsyourEA@irt.org.au](mailto:itsyourEA@irt.org.au)**



**If English is your second language and you need assistance, please let us know.**

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# A better EA, built together

Thank you.

May – June 2026

