
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.

The Enterprise Agreement 2026



1

Replaces *IRT Enterprise Agreement 2018*

2

Covers the same employees.

3

Commences 7 days after FWC approval.

4

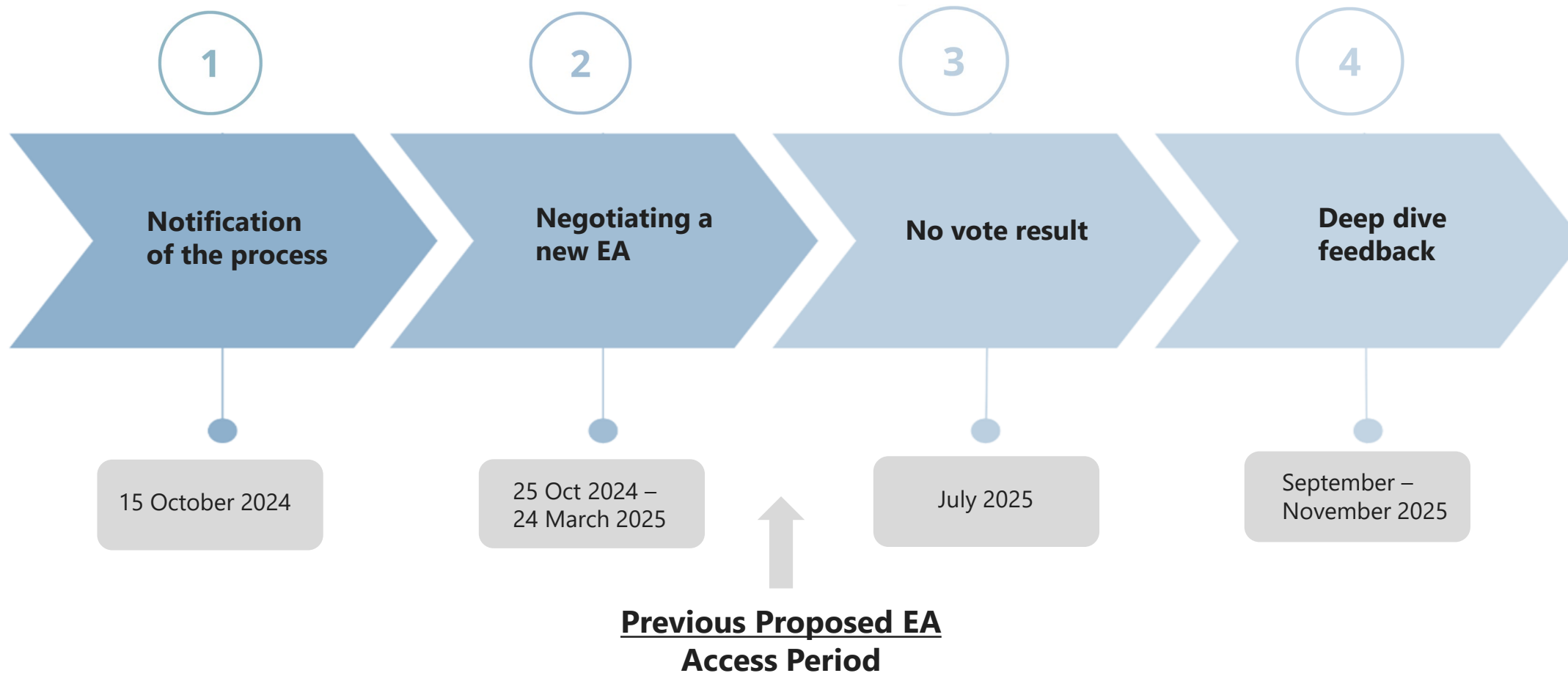
Expires 3 years after FWC approval.

5

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

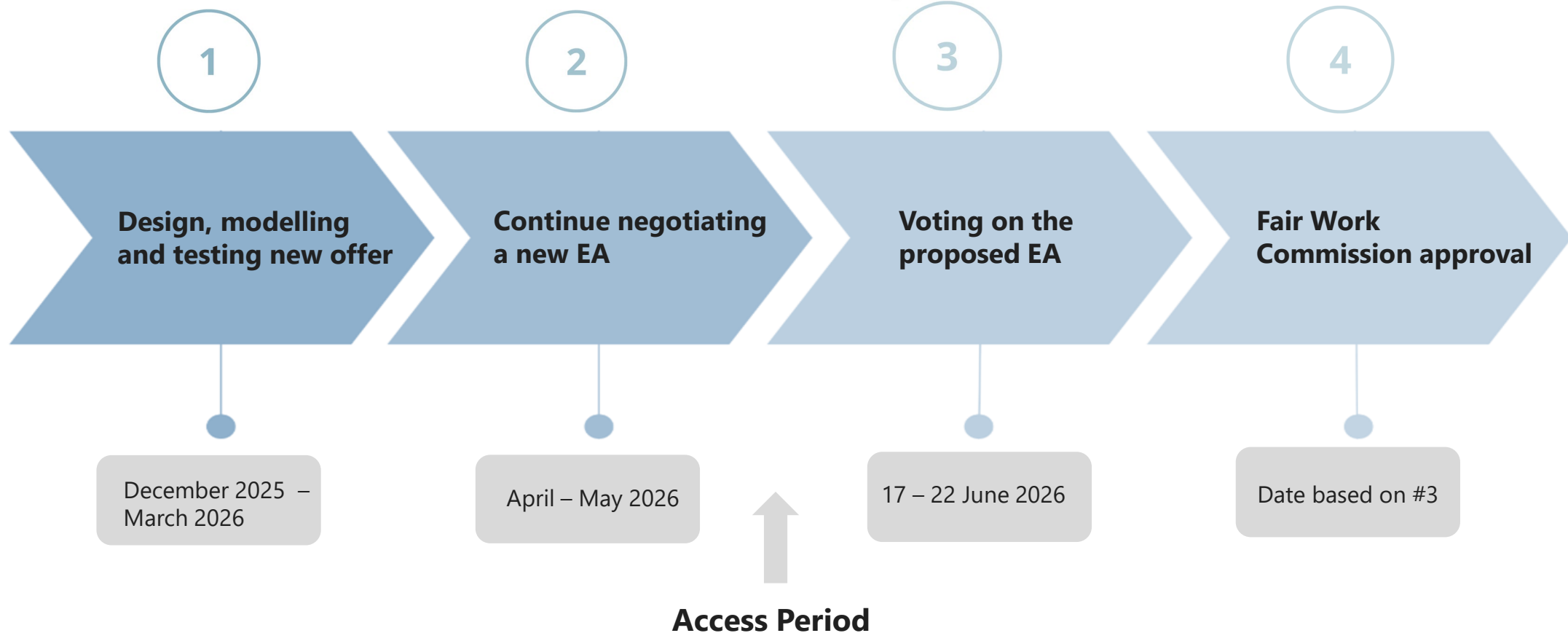
Where have we come from?

2024 - 2025

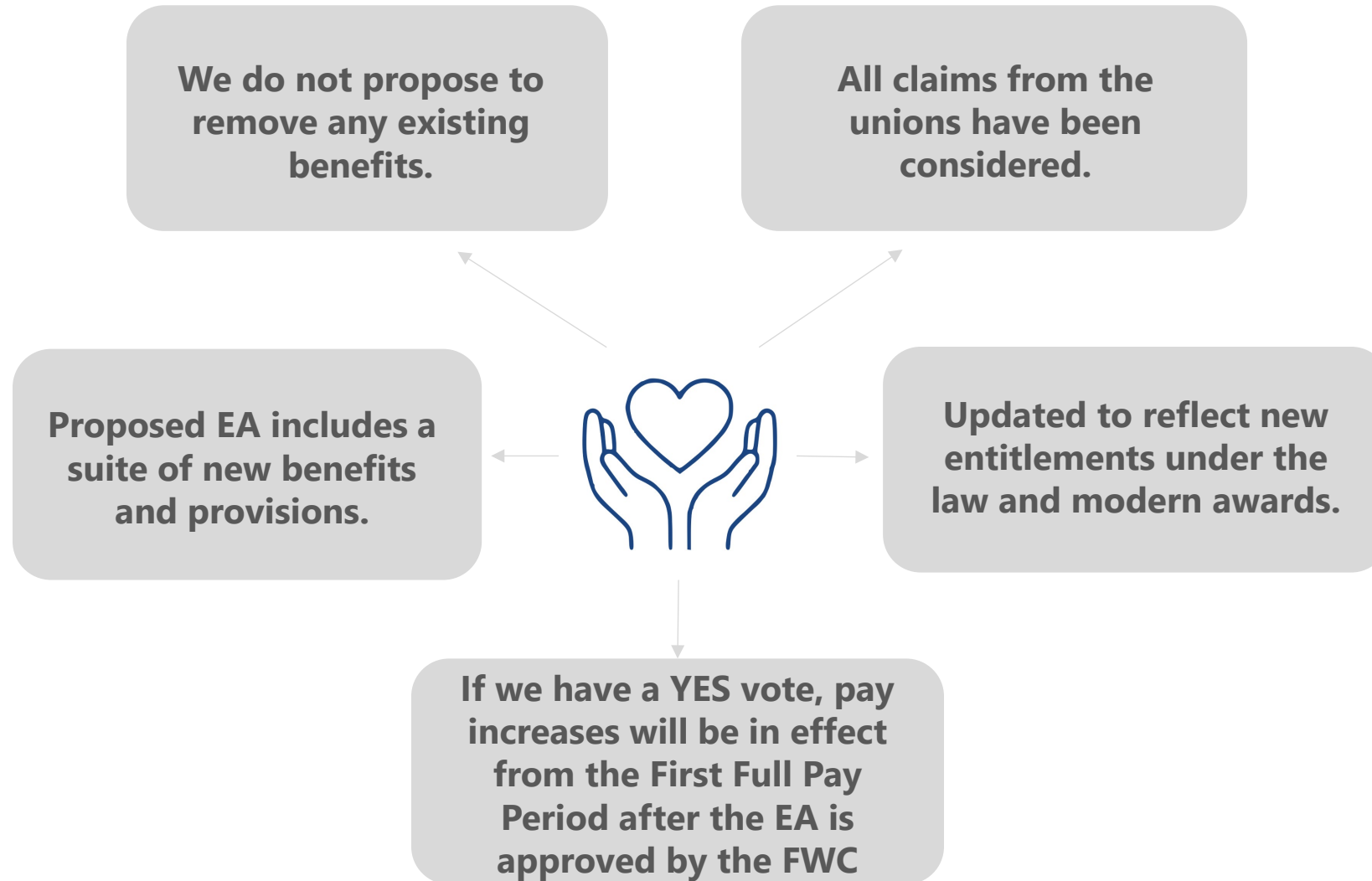


Where are we up to now?

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 – Home Care

Before commencing part-time employment as a home care employee, 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.

This is different for other part-timers.





Clause 18.3: Part-time Hours

All other part-time 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 you will work; and
- c) the start and finishing times each day.



New provisions



Clause 28 & Schedule B: 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

Which is currently unpaid leave.



14 weeks' paid parental leave

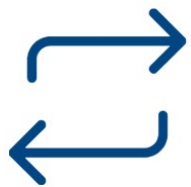
Available for maternity leave for birth mothers or adoption or surrogacy for initial primary carer.



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 a new classification 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 ratios 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

Fair Work
OMBUDSMAN

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Social, Community, Home Care and Disability Services Industry Award 2010

Social, Community, Home Care and Disability Services Industry Award 2010

This Fair Work Commission consolidated modern award incorporates all amendments up to and including 23 January 2026 (PR734731 and PR735724).

Clause(s) affected by the most recent variation(s):

- 3—Definitions and interpretation
- 23—Superannuation
- 7A—Workplace delegates' rights

Table of Contents

Revised by PR95399, PR508061, PR522620, PR544519, PR546288, PR557591, PR572679, PR609429, PR610266, PR701503, PR718141, PR713525, PR740268, PR737505, PR747423, PR748510, PR750543, PR763307, PR774828, PR778073, PR7791531

- [5. Access to the award and the National Employment Standards](#)
- [6. The National Employment Standards and this award](#)
- [7. Individual flexibility arrangements](#)
- Part 2— Workplace Delegates, Consultation and Dispute Resolution**
- [7A. Workplace delegates' rights](#)
- [8. Consultation about major workplace change](#)
- [8A. Consultation about changes to rosters or hours of work](#)
- [9. Dispute resolution](#)
- Part 3— Types of Employment and Termination of Employment**
- [10. Types of employment](#)
- [11. Termination of employment](#)
- [12. Redundancy](#)

SCHADS Award 2010



| Entitlement | Proposed EA | Award |
|------------------------|---|---|
| Part-time hours | Clause 18.3(c) Agree in writing guaranteed minimum number of hours and days of the week and the periods in each of those days, when you will be available to work the guaranteed hours. | Clause 10.3 Agree in writing: a) The number of ordinary hours to be worked each week; and b) The days of the week you will work; and c) Start and finish times each day. |
| Review part-time hours | Clause 18.3(g) Substantially the same, except will not consider hours worked in following temporary circumstances to justify a change in guaranteed minimum number of hours: a) Others being absent on planned / unplanned leave b) If increase of hours due to temporary reasons (i.e. specific needs of resident or customer) | Clause 10.3(g) Substantially the same but does not include this exception. |



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

SCHADS Award 2010



| Entitlement | Proposed EA | Award |
|---------------|---|---|
| Broken Shifts | Clause 20.5 Offers flexibility and incorporating specific provisions that depart from the Award. | Clause 25.6 Only may roster 2 broken shifts, with 1 unpaid break, or with agreement, 3 broken shifts. Provisions on applicability of shift allowances. |
| Rosters | Clause 22.2(a) May be altered at any time where another employee is absent from duty or in an emergency to enable the services of IRT to continue. | Clause 25.5(d) May be altered at any time if to accommodate agreed shift swap, or to enable the services of the organisation to be carried when another employee is absent from duty or in emergency. |



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

SCHADS Award 2010



| Entitlement | Proposed EA | Award |
|-----------------------|---|---|
| Customer Cancellation | <p>Clause 22.3 Cancellation to be less than 24 hours or after 5:00pm the previous day as grounds to direct to alternative work.</p> <p>Introduces specific processes that apply where minimum hours cannot be met due to death, hospitalisation, or other extenuating circumstances affecting a client.</p> <p>If less than 7 days notice (or a lesser period by agreement), make-up time may be directed.</p> | <p>Clause 25.5(f) Cancellation to be less than 7 days, has grounds to direct to perform other work or cancel rostered shift or affected part of the shift. If latter, to pay shift or part of shift, OR provide make-up time (if not less than 12 hour notice of cancellation)</p> <p>Cancellation less than 12 hours, must be paid for the shift or part-shift.</p> |



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

SCHADS Award 2010



| Entitlement | Proposed EA | Award |
|-------------|---|---|
| Overtime | <p>Clause 24</p> <p>FT: Overtime triggers for hours in excess of ordinary hours.</p> <p>PT: Overtime triggers for hours in excess of:</p> <ul style="list-style-type: none">a) 10 hours in a shift;b) 76 hrs / fortnight or 152hrs / four weekly period;c) 10 shifts / fortnight;d) Rostered hours on any day. <p>Casuals: Overtime triggers for hours in excess of:</p> <ul style="list-style-type: none">a) 10 hours in a shiftb) 76hrs / fortnightc) 10 shifts / fortnight | <p>Clause 28.1</p> <p>FT: Overtime triggers for hours worked in addition to rostered ordinary hours on any day or prescribed span of hours for day workers.</p> <p>PT & Casuals: Overtime triggers for hours worked in excess of:</p> <ul style="list-style-type: none">a) 38hrs / week or 76hrs / fortnight;b) 10 hours per day; andc) Outside span of hours for day workers. |



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

SCHADS Award 2010



| Entitlement | Proposed EA | Award |
|-----------------------|---|--|
| Recalled to Work | Clause 24.5 Employees who are recalled to work overtime after leaving IRT's place of work shall be paid a minimum of 4 hours at overtime rate for each time so recalled. | Clause 28.4 Employees who are recalled to work after leaving workplace shall be paid a minimum of 2 hours at overtime rate for each time recalled. |
| Weekend Penalty Rates | Clause 25 Sunday penalty rates at 175%, or 219% if casual employee. | Clause 26 Sunday penalty rates 200%, or 225% if casual |
| Uniform and Laundry | Clause 28.3 No provisions | Clause 20.3 Laundry allowance of \$0.32 cents per shift on certain conditions. |



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

SCHADS Award 2010



| Entitlement | Proposed EA | Award |
|----------------|--|--|
| Redundancy | Clause 42 Omitted. | Clause 12 Provides an entitlement respect to transfer to lower paid duties, payment when resigned during notice, and job search entitlement. |
| Superannuation | Clause 46 No requirement for written salary sacrifice request, or to check with ATO for stapled superannuation fund if none nominated. | Clause 23.1 Requires written salary sacrifice request, and to check with ATO for stapled superannuation fund if not nominated by you. |



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

SCHADS Award 2010



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



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

SCHADS Award 2010

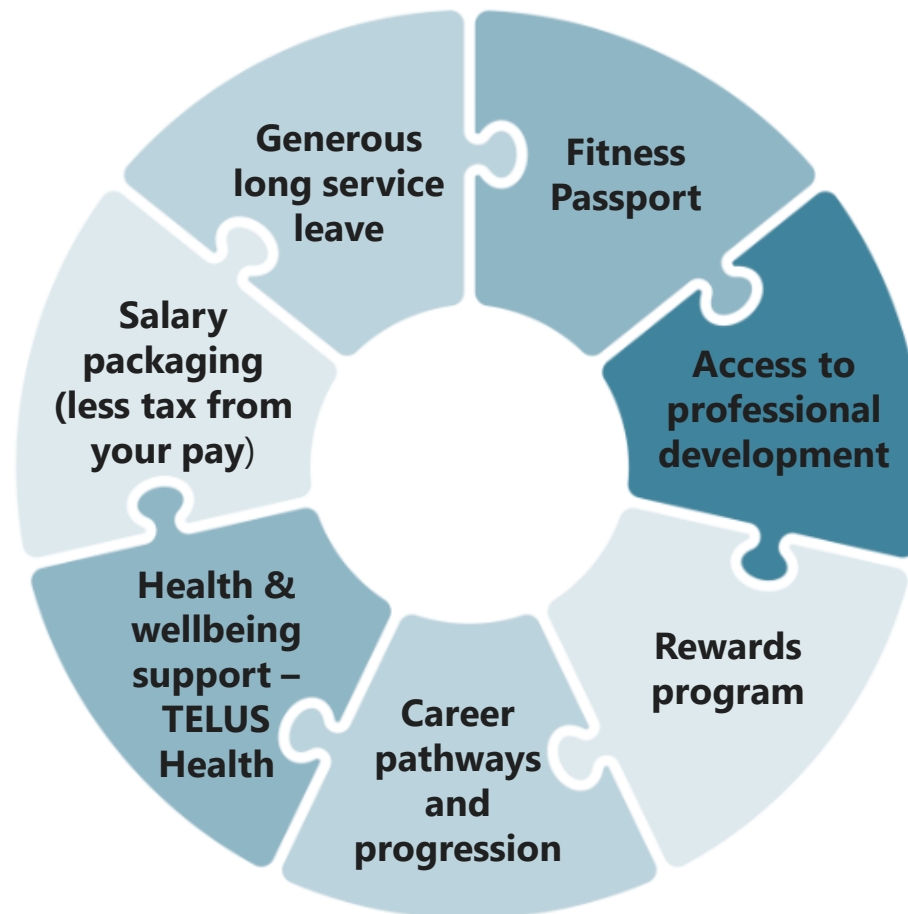


| Entitlements | Proposed EA | Award |
|--------------|----------------|--|
| Remote Work | No provisions. | Clause 25.10 Allowance payable where required to perform remote work. |
| 24-hour care | No provisions. | Clause 25.8 Allowance payable where required to be available for duty in a client's home for a 24-hour period. |
| Sleepovers. | No provisions. | Clause 25.7 Span for a sleepover will be continuous period of 8 hours and entitled to an allowance. |



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 |
|--|---|
| Tuesday 9 June – Tuesday 16 June 2026 | Access Period <ul style="list-style-type: none">• This is the formal period before voting begins.• 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. |
| Wednesday 17 June - Monday 22 June 2026 | Voting period (more details on next slide) <ul style="list-style-type: none">• Employees will be able to vote on the proposed EA.• It will be managed by external provider, GoVote.• More information about how to vote will be shared soon. |
| Monday 22 June 2026 | Ballot results <ul style="list-style-type: none">• Once voting closes, the votes will be counted by GoVote, and we'll share the outcome with you.• 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) |

Make your vote count

| When? | What happens? |
|---------------------|---|
| 15 June 2026 | GoVote will let you know that voting will soon begin. |
| 17 June 2026 | Voting opens at 12:01am on 17 June. <ul style="list-style-type: none">• Go Vote will send you an SMS and email.• Voting is simple – YES or NO. |
| 22 June 2026 | Voting closes at 7am. |
| 22 June 2026 | 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">• Yes to all the benefits proposed in the new EA.• Pay rise will be applied in 2026 when the EA is approved by the FWC.• All other benefits available from FWC approval of EA. | <ul style="list-style-type: none">• No to all the benefits.• Nothing delivered in 2026.• Back to the negotiation table. |

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

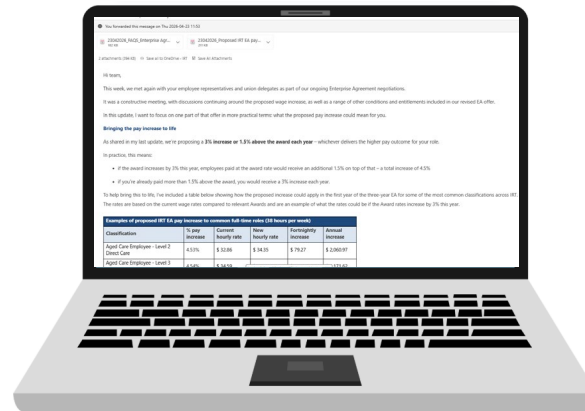
Keeping you informed



EA information hub



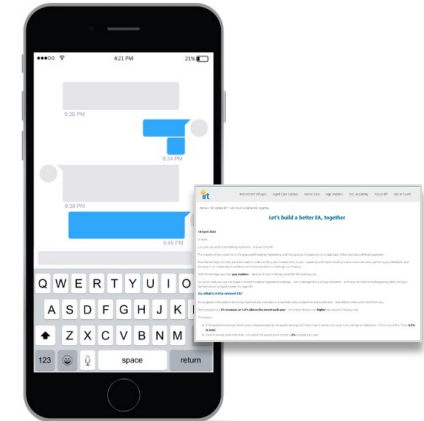
Email



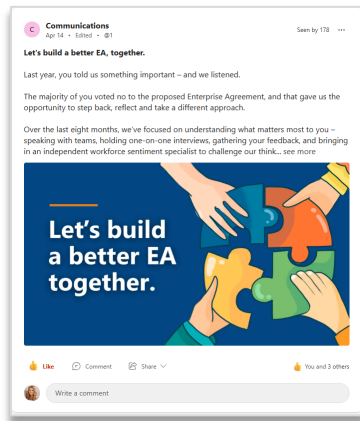
My Central



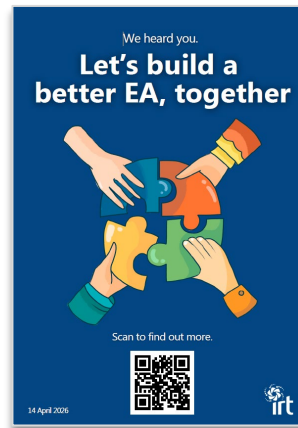
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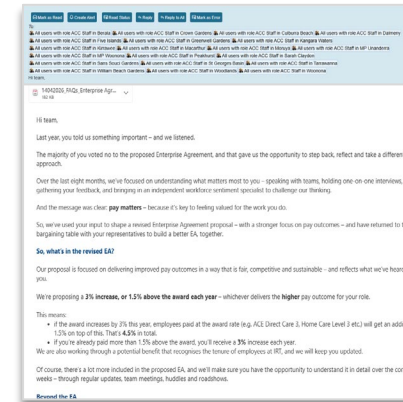
Viva Engage



Staff noticeboards



Platinum



Meetings & resources



Questions and support



Call the EA hotline at 1800 965 055



itsyourEA@irt.org.au



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

A better EA, built together

Thank you.

May – June 2026

