



Summary of Changes

Enterprise Agreement Negotiations 2026

June 2026

Purpose

This document explains the changes from the IRT Enterprise Agreement 2018 (2018 Agreement) and the proposed IRT Enterprise Agreement 2026 (2026 Agreement or EA). The document also explains the effect of these changes on employees.

This document does not explain every term of the proposed Agreement, rather, it intends to explain the changes from the 2018 Agreement compared to the current draft 2026 version. This will not include all clause number updates.

Further information

- A copy of the 2018 Agreement can be accessed at the following link: <https://bit.ly/4xnT57V>
- A copy of the 2026 Agreement can be accessed at the following link: <https://bit.ly/3SgNm3m>

Questions

If you have any questions about the Summary of Changes table on the next page, or about the EA in general, you can speak to your manager, People and Culture Business Partner, or use the EA hotline or email address:

- The hotline number, which is for EA enquiries only, will be answered by one of our People and Culture Business Partners, and is as follows: **1800 965 055**
- The email address is: itsyourEA@irt.org.au.

Summary of Changes to the IRT Enterprise Agreement 2026

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
Contents Page	Updated to reflect addition of new clauses and amended clause numbers.	Nil – no impact. Administrative update only.
Clause 2. 'Title'	Updated to reflect new Agreement title.	Nil – no impact. Administrative update only.
Clause 4. 'Objectives'	Updated to reflect new strategic plan.	Nil – no impact. Administrative update only.
Clause 5. 'Parties Covered'	Updated to reflect the unions to be covered by the Agreement.	Nil – no impact. Administrative update only.
Clause 7. 'Expiry'	The expiry date has been changed to "three years after the Enterprise Agreement comes into operation".	The nominal expiry date has been changed to reflect that the proposed Agreement will have a guaranteed life of 3 years. In practical terms, this means the EA will have a nominal expiry of 3 years from the date the Fair Work Commission approves the agreement and comes into effect (typically 7 days after approval).
Clause 8. 'Definitions'	Updated to reflect new terms used in the proposed Agreement.	Nil – no impact. Administrative update only.
Clause 9. 'Operation'	The clause has been changed to replace the 2018 Agreement and clarifies that it replaces all applicable Awards in its entirety.	The 2018 Agreement and the applicable Award will not apply to your employment. The practical effect of this means that the terms of your employment will be governed by this EA and no other instrument (other than any written agreement, like your employment contract).
Clause 10. 'Agreement flexibility'	The clause has been changed for readability purposes only, such as creating subparagraphs. The term is otherwise substantially the same.	Nil – no impact. Administrative update only.

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New clause at Clause 14.	New clause introduced title 'Work Value Adjustments', outlining IRT's commitment that the increased Work Value Adjustments will be passed on by way of wage increases to the current agreement-based rate applicable directly to those Employees (or group of employees) for which the additional funding has been granted subject to any obligations made by the Government as a condition of that funding.	IRT's commitment to you that additional funding from the Department of Health will be passed directly onto you, or a group of employees in which the funding is for, by way of wage increases to the current applicable agreement-base rate. This means where additional funding is granted to recognise increases in the value and complexity of work performed, affected employees will receive those increases through higher wages in line with the Agreement rates. Any increases will be subject to any conditions or requirements attached to the government funding.
Clause 14. 'Intellectual Property'	Removed.	The Agreement will not impose conditions on intellectual property in this EA.
Clause 15. 'Availability of Agreement'	Renumbered to clause 16. The clause adds that the availability of the Agreement will either be by paper or electronic copy.	Nil – no impact. Clarifies that the Agreement must be available to you by paper (as in hard copy) or online (electronically).
Clause 16. 'A discrimination and harassment free work environment'	Renumbered to clause 15. The clause clarifies IRT aims to ensure a workplace is free from unlawful discrimination, harassment (including sexual harassment) and bullying.	Nil – no impact. IRT does not tolerate unlawful discrimination, harassment, sexual harassment or bullying in the workplace. This commitment by IRT means that IRT will take action if it learns that such behaviours are present in the workplace to ensure to protect you from any unlawful discrimination, harassment, sexual harassment or bullying in line with its obligations under law.

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<p>Clause 18. 'Employee engagement' 18.1 Probationary Period</p>	<p>Clause 18.1 is updated to extend the probationary period from 3 months to 6 months.</p>	<p>Clause 18 is amended so that probationary period is now 6 months. This has no impact on you, given as current employees, you will not need to be subject to probation again.</p> <p>This only applies to new employees, in which their employment is subject to a 6 month probationary period.</p>
<p>Clause 18. 'Employee engagement' 18.3(b) Part-Time Employees</p>	<p>Clause 18.2(b) is changed to include a requirement that agreement be reached with part-time employees before commencing employment of the guaranteed hours to be worked, including number of hours each week, the days of the week and start and finish times each day.</p> <p>Currently, the 2018 Agreement only provides that agreement in writing is required for the guaranteed minimum number of hours to be worked and the rostering arrangements which apply to these hours.</p>	<p>For part-time employees, other than Home Care employees, you will be given greater certainty on the days of the week you are to work and the start and finish time for each day, rather than a guaranteed minimum number of hours.</p> <p>In practice, this means you will know for each week or fortnight, what your ordinary hours of work will be precisely for each roster cycle.</p>
<p>Clause 18. 'Employee engagement' 18.3 Part-Time Employees</p>	<p>The clause is amended to introduce subclause (c) that includes a requirement for part-time Home Care employees to agree in writing before commencing employment on the guaranteed minimum number of hours to be worked and the days of the week and periods in each of those days when the employee will be available to work the guaranteed hours.</p>	<p>For part-time Home Care employees, the Agreement will only require an agreement in writing on the guaranteed minimum number of hours and the days and periods of availability but does not require agreement to specific start and finish times like non-Home Care employees.</p> <p>This reflects the nature of Home Care work, where shifts vary based on patient availability and cannot be predicted in advance. While the 2018 Agreement provides that rostering arrangements are to be in writing, the</p>

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		Proposed Agreement will still provide you with certainty because Home Care employees will specify their availability of days and time ranges and will receive rosters at least 2 weeks in advance based on those days.
<p>Clause 18. ‘Employee engagement’ 18.3 Part-Time Employees</p>	<p>The clause introduces new paragraphs at (e) and (f) to align with the Awards in any agreed variation to be in writing and the terms are to apply on a pro rata basis.</p>	<p>The 2026 Agreement would permit variations to be made to your guaranteed minimum conditions as agreed in writing (whether temporarily or permanently).</p> <p>In practice, this means that if you or IRT seek to change your guaranteed hours in writing, you can do so where agreed by the other party and this will be recorded in writing.</p> <p>The 2026 Agreement also confirms that all terms in the Agreement apply to you, as a part-time employee, on a pro rata basis based on your weekly hours. This is how your employment currently applies but is now reflected in the terms of the proposed 2026 Agreement.</p>
<p>Clause 18. ‘Employee engagement’ 18.3 Part-Time Employees</p>	<p>Subclauses (c) is renumbered as (d).</p>	<p>Nil – no impact. Administrative update only</p>
<p>Clause 18. ‘Employee engagement’ 18.3 Part-Time Employees</p>	<p>Subclause (d) is renumbered to subclause (g), and is amended to closely align with the review conditions as set out in the relevant Award.</p>	<p>The clause is amended to provide clearer guidelines on when and how a part-time employee can request for their guaranteed hours to be reviewed.</p> <p>The effect of the new clause is that if you have regularly worked more than your guaranteed</p>

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		<p>hours for at least 12 months, you can ask to have your guaranteed hours permanently increased.</p> <p>IRT must respond to your request within 21 days and can only refuse in limited circumstances, such as where the extra hours were temporary, because another employee was away on leave or due to a short-term increase in a resident's or customer's need.</p>
<p>Clause 18. 'Employee engagement' 18.4 Casual Employees</p>	<p>The clause is replaced to:</p> <p>(a) A casual Employee is engaged and employed as defined in Section 15A of the Fair Work Act (2009).</p> <p>(b) Offers and requests for conversion from casual to part time or full-time employment are provided for in the NES.</p>	<p>A casual employee is now defined in accordance with the Fair Work Act 2009 (Act), being an employee whose employment relationship is characterised by an absence of firm advance commitment to continuing and indefinite work, and you are entitled to a casual loading or a specific rate of pay under a fair work instrument (such as this Agreement).</p> <p>The effect of this is that if your employment is not characterised by an absence of firm advance commitment to continuing and indefinite work, you are not a casual employee.</p> <p>Employees who seek to request conversion to part-time or full-time employment may do so in accordance with the Act. What this means is that if you have been employed by IRT for at least 6 months and do not believe you meet the definition of casual employee anymore, you may make a written notification to IRT. IRT will then have to consult with you and have 21 days to respond to your notification and must</p>

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		either accept the notification or refuse on specific grounds as provided for under the Act. However, you will not be eligible to make a conversion request if in the 6 months prior to that request, IRT has already rejected a notification or was involved in a dispute with IRT under section 66M of the Act.
Clause 18. 'Employee engagement' 18.6 Trainees	The clause is amended to reflect that Trainees will be employed in accordance with the provisions set out in Schedule E of the <i>Miscellaneous Award 2020</i> as the correct Award applicable to their employment.	The Agreement is updated to incorporate undertaking 2 of the 2018 Agreement. Nil – No impact.
Clause 18. 'Employee engagement' 18.7 Recognition of Service and Experience	The clause contains minor updates to provide greater clarity and removes the requirements of seeking relevant manager's approval in certain circumstances where documentary evidence is provided (and confirmed by People & Culture Department). The term otherwise provides the same entitlement.	Nil – no impact.
Clause 18. 'Employee engagement' 18.8 Re-grading of Employee Classification	The clause contains minor updates to provide greater clarity on when and how an employee's classification may be re-graded (i.e. instead of three weeks, the 2026 Agreement now refers to 21 days). The only material difference is the removal of "the Employee considers" that the majority of work regularly performed is the work typically associated with a higher classification. This requirement has been amended to be objectively considered, not subjective of the employee.	This impact is only minor and clarifies any confusion that only the employee's opinion is taken into account. It has been clarified that an objective view must be reached, which takes into account the employee's views as well as other objective evidence.
Clause 18. 'Employee engagement' 18.9 National Police History Check	Clause 18.9 has been amended to cover not only National Police History check, but other employee probity screening such as expanded requirement for national police history check, any Banning Orders, and Professional Registration.	Your condition of employment is no longer just subject to the National Police History Check. You now must also ensure that you pass any checks relating to Banning Orders and that you hold a Professional Registration

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	<p>For National Police History Check in particular, the clause is amended to clarify that it is an inherent requirement of the role for an employee to hold all relevant clearances required by law, including National Police History Check.</p>	<p>required for your role. Further clarification is added to National Police History Check in that this check is part of the inherent requirement of your role, but the term is substantially the same. This means that your employment is conditional on you having the relevance clearance as required by law.</p>
<p>Clause 19. 'Pay and Payment' 19.1 Full-Time and Part-Time Employees</p>	<p>Subclause (a) is amended to remove the reference to Assistant in Nursing and removes the Note regarding Nurses.</p> <p>The Agreement also now includes the following at (a):</p> <p style="padding-left: 40px;">The wage rates set out in Schedule B are indicative only and have been calculated on the basis of a projected annual increase of 3%. Where, on any anniversary date, the minimum rate prescribed by the applicable Award for a classification, plus an additional 1.5% exceeds the corresponding projected rate contained in Schedule B, the higher rate will apply. In such circumstances, the projected 3% increase applicable for the following anniversary date will be applied to the rate that was actually payable immediately prior to that anniversary date.</p>	<p>IRT no longer engages Assistants in Nursing. Therefore, this amendment has no impact on you.</p> <p>The Agreement now specifies how your wages will increase each year, being either:</p> <ul style="list-style-type: none"> • 3% increase; or • The equivalent award minimum rate, plus 1.5%, <p>(whichever is greater).</p> <p>Schedule B sets out what your pay increases will be on the assumption that your rate will increase by 3% for each anniversary. But if it is found that the Award rate, plus 1.5%, is greater, you will be paid that rate. At the next anniversary, you will be paid a rate that is reflected of the higher of a 3% increase or the award rate plus 1.5%.</p>
<p>Clause 19. 'Pay and Payment' 19.2 Casual Employees</p>	<p>Clause 19.2 has been changed to remove the examples, and to amended to avoid repetition within the 2026 Agreement such as the overtime rates are to be included, not in addition to, casual loading. It further clarifies how shift penalties apply.</p>	<p>Nil – no impact. Structural and administrative changes only.</p>

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<p>Clause 19. 'Pay and Payment' 19.4 Trainees</p>	<p>Clause 19.4 is changed to refer to the correct Schedule. It is also amended to clarify that the minimum rates of pay will be in accordance with Schedule E of the <i>Miscellaneous Award</i>, plus 5%, rather than the rates under Schedule B.</p>	<p>Trainees are guaranteed to be paid 5% more than the minimum rate of pay under the <i>Miscellaneous Award</i>.</p> <p>In practice, this means that trainees' rate of pay will be in accordance with the <i>Miscellaneous Award</i>, as it is amended from time to time, and shall be paid at least 5% more than what you would have been entitled to under the <i>Miscellaneous Award</i>.</p>
<p>Clause 19. 'Pay and Payment' 19.5 Live-In Housekeepers</p>	<p>The clause has been removed.</p>	<p>The Agreement no longer provides a specific rate of pay for employees who perform Live-In Housekeeper role. This will not impact any of you as Home Care employees are no longer required to live at any customer's premises for a period of 24 hours or more.</p>
<p>Clause 19. 'Pay and Payment' 19.6 Payment of Wages</p>	<p>Subclause 19.6 is now renumbered to 19.5.</p> <p>The clause is amended slightly to replace "each pay week" in subparagraph (b) to "each pay fortnight" to reflect that wages are paid fortnightly. Subclause (c) is also amended in that it includes other examples of IRT property being identification badge and keys.</p>	<p>Nil – no impact.</p> <p>The amendments are only to clarify pay week to fortnight, in light of pay being paid fortnightly and only provides further examples of IRT property to be returned on termination. This means that when your employment with IRT ends, for whatever reason, you must return all IRT property within your possession or control.</p>
<p>Clause 19. 'Pay and Payment' 19.7 Particulars of Wages</p>	<p>Subclause 19.7 is renumbered to 19.6.</p>	<p>Nil – no impact. Administrative change only.</p>
<p>Clause 20. 'Hours'</p>	<p>The clause is amended to introduce the ability to accrue one day off in the 28-calendar day cycle as well as reducing the duration for each</p>	<p>The conditions of arrangement of hours for Directors of Nursing are consistent with all</p>

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20.1 Arrangements of Hours	shift from 10 ordinary hours to 8 ordinary hours. Further, subclause (f) is removed.	<p>other employees. The hour of work identifies how you may accrue a day off.</p> <p>The Agreement is also amended to reduce the shift duration from 10 hours to 8 hours. In practice, this means that a shift must not be more than 8 hours (unless performing reasonable additional hours). This may also mean that full-time employees who are required to work more than 8 hours will be paid overtime entitlements in accordance with clause 24 of the Agreement.</p>
Clause 20. 'Hours' 20.2 Reasonable Additional Hours	The clause contains a minor change to recognise ordinary hours per week is averaged over the period, consistent with clause 10.1(b). The term is changed to amend (b) to remove "where the additional hours would result in the Employee working hours which are unreasonable having regard to...".	<p>Nil – no impact.</p> <p>The term is amended to strengthen clarity on how reasonable additional hours are to be worked.</p>
Clause 20. 'Hours' 20.3 Minimum Engagement	<p>The clause is updated to remove the exception of minimum engagement applying to disciplinary matters, and clarified that part-time and casual Home Care employees will be entitled to a minimum payment of 2 hours for each period of work within a broken shift.</p> <p>An additional subclause is also introduced at (c) where employees who would otherwise be covered by the Health Professionals and Support Services Award 2010 (such as casual Social Welfare Officers and junior Administrative and Support Employees) will be entitled to a minimum payment of 3 hours, as opposed to 2 hours.</p>	<p>The exception to the minimum engagement rule of being involved in a disciplinary matter is removed. The practical impact of this is that if you are subject to any disciplinary matter, you remain entitled to the minimum engagement as provided for in this clause.</p> <p>Further, part-time and casual home care employees will be paid a minimum of 2 hours for each period of work within a broken shift. The practical impact of this means that for each broken shift, you shall be paid at least 2 hours regardless of whether you perform 2 hours or not.</p>

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		Subclause (c) updated to include undertaking 4. No impact otherwise.
<p>Clause 20. 'Hours' 20.4 Allocated Days Off</p>	<p>The clause is amended for readability purposes and ADO now refers to Accrued Day Off. The term now includes examples of how ADOs are accrued, employees shall be paid out ADO balances exceeding 5 days at the conclusion of a financial year or will be paid out ADO balance when transferring to part-time or casual status.</p> <p>The clause is also amended in that ADO shall not accumulate during periods where the employee is absent on additional leave (Appreciation Leave).</p>	<p>Additional clarity is provided for how ADOs are accrued and circumstances where unused ADOs will be paid out to you. In practice, this means that if you have accrued 6 or more days of ADOs at the end of one financial year, or you are transferred to part-time or casual employment, you will be paid out your ADO.</p>
<p>Clause 20. 'Hours' 20.5 Broken Shifts</p>	<p>The subclauses at (a) is shifted to subclause (c) and identifies the allowance as a dollar figure in Schedule B for home care employees. The clause also introduces new subclauses (a) to (b) in which provides a shift penalty rate of 10% at specific times and would otherwise receive an allowance.</p> <p>Subclause (c) is renumbered to (e) and includes circumstances where three periods of work with two unpaid breaks may be worked and allowance associated with it.</p> <p>The examples are also amended for better clarity.</p>	<p>Shift allowance is updated in accordance undertaking 6 of 2018 Agreement. No impact. For home care employees performing broken shifts, you will be paid a clear allowance as provided for under Schedule B and a shift penalty, in certain circumstances. Schedule B also provides that allowance rate will change to align with the relevant modern award that applies where relevant to ensure you remain better off.</p> <p>By agreement, you may also work three broken shifts at a higher allowance rate.</p>
<p>New clause</p>	<p>Clause 21 is inserted into the 2026 Agreement, to be read as below:</p> <p>21. EMPLOYEE RIGHT TO DISCONNECT</p> <p>21.1 This clause provides for the exercise of an Employee's right to disconnect under section 333M of the Act.</p> <p>21.2 IRT must not directly or indirectly prevent an Employee from exercising their right to disconnect under the Act.</p>	<p>This clause is introduced in the agreement to be consistent with the new legislative right to disconnect from work.</p> <p>In practice, this means that you have the right to not monitor, read or response to any contact (or attempted contact) from IRT when</p>

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	<p>21.3 Clause 21.2 does not prevent IRT from requiring an Employee to monitor, read or respond to contact, or attempted contact, from IRT outside of the Employee’s working hours where:</p> <p>(a) the Employee is being paid an on call allowance in accordance with this Agreement; and</p> <p>(b) IRT’s contact is to notify the Employee that they are required to attend or perform work or give other notice about the on call.</p> <p>21.4 Clause 21.2 does not prevent IRT from contacting, or attempting to contact, an Employee outside of the Employee’s working hours in circumstances including to notify them of:</p> <p>(a) a roster change or shift offer in accordance with this Agreement; or</p> <p>(b) a recall to work in accordance with this Agreement.</p>	<p>you are not working. However, this does not apply to circumstances where:</p> <ul style="list-style-type: none"> • You are being paid an on-call allowance and IRT is contacting you to attend or perform work or other notice about the on-call; or • To notify you of a roster change or shift offer in accordance with the agreement; or • A recall to work.
Clause 21. ‘Rosters’	<p>The clause is renumbered to 22, and removes references to “sleepover” or “facsimile”.</p> <p>The clause also includes a “Buddy shift” for new employees in the roster as a supernumerary where a minimum of three buddy shifts are allocated however may be recommended more, can seek approval from relevant leader.</p>	<p>There is no impact on you with respect to the removal of references “sleepover” or “facsimile”. This is because IRT no longer requires or roster employees to perform sleepover shifts. Further, IRT no longer contacts employees through facsimile.</p> <p>Furthermore, the EA now introduces buddy shifts arrangements for new employees which ensures that all new employees are rostered with a buddy.</p>
Clause 21. ‘Rosters’	<p>Subclause (a) is amended to split into two subclauses, where the first sentence is amended to limit the reasons to alter a roster to only two circumstances, being when another Employee is absent from duty on account of illness or in an emergency.</p>	<p>The Agreement is amended by removing the term “such as”. In practice, this means that your rosters can only be changed in two circumstances:</p>

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		<p>(1) when another employee is absent from duty on account of illness; or (2) in an emergency.</p> <p>The above two circumstances are subject to the requirement that a shift change is needed to ensure that the services of IRT is able to continue.</p>
<p>Clause 21. 'Rosters' 21.3 Customer Cancellation</p>	<p>Subclause (a) is removed and replaced with as follows:</p> <p>(a) Where a Home Care customer cancels for reasons other than those outlined in subclause 22.3(b), affected part-time or full-time Employees:</p> <p>(i) Where the Employee is notified less than 24 hours, in advance of a scheduled service, IRT may direct the Employee to complete eLearning per the employee's learning and development program in the hours the employee was rostered to work. The employee will be paid the amount they would have received had the cancelled service been performed (or part thereof).</p> <p>(ii) Where the Employee is notified less than seven days in advance, but greater than 24 hours, IRT may pay the Employee the amount they would have received had the shift or part of the shift not been cancelled or direct the Employee to make-up time equivalent to the cancelled time:</p> <p>(a) on another shift in the same pay period; or (b) at another time with seven days' notice (or a lesser period by agreement with the Employee), but no more than six weeks later than the date of the cancellation.</p> <p>(iii) Where an Employee is directed to make-up time in accordance with 22.3(a)(ii), such make-up time shall be:</p>	<p>The Agreement has been changed so that where a customer cancels a shift in less than 24 hours:</p> <ul style="list-style-type: none"> • you will continue to be paid the amount you would have received if it were not for the cancellation; • but will be directed to complete eLearning during that shift (or part of that shift if only a part of that shift was cancelled). <p>If the shift was cancelled more than 24 hours in advance, but less than 7 days, then IRT may either:</p> <ul style="list-style-type: none"> • pay you the amount you would have received if it were not for the cancellation; OR • require you to perform make-up time either on another shift in the same pay period, or at another time that is no more than 6 weeks after the cancellation by providing you with 7 days' notice.

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	<p>(a) consistent with the Employee’s experience, skills, abilities and classification, and may be working with other Home Care customers or working in a residential aged care facility; and</p> <p>(b) shall be paid at the amount payable had the employee performed the cancelled service or the amount payable in respect of the work actually performed, whichever is the greater.</p>	<p>The 7 days’ notice for the make-up shift can be reduced to a lesser notice period with your agreement.</p> <p>If you perform a make-up shift, you will be paid what you would have been paid for the cancelled shift, or what you could have been entitled to under this new make-up shift (whichever pay is more).</p> <p>The make-up time will only be given if the work is consistent with your experience, skills, abilities and classification, and may require working with another customer or in a residential aged care facility.</p>
<p>Clause 21. ‘Rosters’ 21.3 Customer Cancellation</p>	<p>Subclause (e) is introduced into the 2026 Agreement as follows: (e) Employees will not be required to work a shift which exceeds 10 ordinary hours.</p>	<p>Provides that the shift will not exceed 10 ordinary hours.</p>
<p>Clause 21. ‘Rosters’ 21.4 Pilot Roster</p>	<p>Subclause 21.4 is removed from the 2026 Agreement.</p>	<p>Nil – No impact.</p> <p>This clause did not apply under the previous agreement (despite being present in it) because Undertaking 8 provides it did not apply. Because of this undertaking, this clause has been removed.</p>
<p>Clause 22. ‘Breaks’</p>	<p>Clause is renumbered to 23. Subclause 22.2(a) is renumbered to 23.1(a).</p>	<p>Nil – No impact. Administrative change only.</p>
<p>Clause 22. ‘Breaks’</p>	<p>Subclause (a) is reworded and expanded to include when a meal break is taken: An Employee who works in excess of five hours will be entitled to an unpaid meal break of 30 minutes (up to 60 minutes), in</p>	<p>The practical impact of this change means that your meal break will have to be taken between the 4th or 6th hour of your shift if it is reasonably practicable.</p>

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	<p>accordance with the roster and this shall not count as time worked. Such a meal break will be taken between the fourth and the sixth hour after beginning work, where reasonably practicable. Provided that, by Agreement of an individual Employee, an Employee who works shifts of six hours or less may forfeit the meal break.</p>	<p>If you are rostered for a shift of 6 hours or less, you may elect to forfeit your unpaid meal break. This means you can perform paid work for the whole duration of your shift.</p>
<p>Clause 22. 'Breaks'</p>	<p>Subclauses (b) and (c) are removed, and replaced as follows:</p> <p>(b) Where an Employee is required to be on duty during a meal break, the Employee will be paid overtime for all time worked until the meal break is taken.</p> <p>(c) Where an Employee is required by IRT to remain available during a meal break, but is free from duty, the Employee will be paid an On Call During Meal allowance, as referenced in Schedule B, Allowances.</p> <p>(d) Where a Home Care Employee is required by IRT to have a meal with a customer or customers as part of the customer care plan and program in accordance with the roster, they will be paid for the duration of the meal period at ordinary pay, and clause 23.1(a) does not apply.</p>	<p>The Agreement is amended as follows:</p> <p>(1) If you are unable to take your meal break because you are required by IRT to continue performing duties, then all hours performed until you take a meal break will be paid as overtime in accordance with clause 24.</p> <p>(2) If you are able to take a meal break, but are required by IRT to remain available when needed, then you will be paid an On-Call During Meal Allowance (under Schedule B) to compensate you for not being fully off duty during your meal break.</p> <p>Subclause (d) is the same as clause 22.2(b) in the 2018 Agreement.</p>
<p>Clause 22. 'Breaks'</p>	<p>Clauses 22.3 and 22.4 is renumbered to 23.1(e) and (f), respectively.</p>	<p>Nil – No impact. Administrative change only.</p>
<p>Clause 22. 'Breaks'</p>	<p>New clauses inserted at 23.2 to 23.4 as follows:</p> <p>23.2 IRT will provide up to a 30-minute paid break per four hours for an Employee to express breast milk for their nursing child.</p> <p>23.3 IRT will endeavour to provide a comfortable and private place, other than a bathroom, which may be used by an Employee to express breast milk or breastfeed a child.</p>	<p>This is a new entitlement introduced in the 2026 Agreement.</p> <p>In practice, this means that if you are a person who is required to express breast milk for your nursing child, you will be entitled to a 30</p>

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	<p>23.4 IRT will endeavour to provide access to refrigeration and washing facilities for the storage of breast milk and cleaning of pumping equipment. The responsibility for labelling, storage and use is with the Employee.</p>	<p>minute paid break which you can take every four hours of a shift.</p> <p>IRT will endeavour to provide a comfortable and private place that is not a bathroom so you may express breast milk or breastfeed a child. IRT will also aim to ensure that you have access to a refrigerator and washing facility for the storage of breastmilk and to clean the pumping equipment.</p> <p>IRT will not, however, be responsible for labelling, storage and the use of the breast milk. This will be your responsibility.</p>
<p>Clause 23. 'Overtime'</p>	<p>Clause 23 is renumbered as clause 24.</p>	<p>Nil – No impact. Administrative change only.</p>
<p>Clause 23. 'Overtime'</p>	<p>Subclause 23.1(c) is changed to refer to excess of rostered hours on any one day, instead of guaranteed hours. As a result, the example is also removed.</p>	<p>Clause 23.1(c) is amended to be more inclusive of all employees.</p> <p>In the current Agreement, overtime applied where you worked in excess of your guaranteed hours (terms which is associated to part-time employees). Now, this is changed to when you work in excess of your rostered hours.</p> <p>In practice, if you were rostered for five hours in one day, however, an additional two hours were offered and you accepted, the additional two hours would be paid as per the overtime clause of the enterprise agreement. However, if you were directed to work an additional two hours (which you did not agree to) you shall</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
		be paid all hours after the fifth hour as overtime. IRT has applied this practice outlined above with no situations where an employee has been directed to work.
Clause 23. 'Overtime'	<p>Subclause 23.2 is changed to apply to all employees, except in the case of casual employees, and amends the rates as follows:</p> <p>(a) Monday to Friday – time and one half for the first to two hours each day and double time thereafter;</p> <p>(b) Saturday and Sunday – double time;</p>	<p>Under the 2018 Agreement, if you worked overtime on a Saturday, you were to be paid 150% for the first 2 hours, then 200% thereafter. Now, the Agreement would be changed to a flat 200% for overtime performed on Saturday.</p> <p>However, the Agreement now separates the rates of pay for casual employees from full-time and part-time employees. Therefore, clause 23.2 now only applies to full-time and part-time employees.</p> <p>Casual rates are discussed further in the next row.</p>
Clause 23. 'Overtime'	<p>Subclause 23.3 is replaced to specify the exact overtime rates applicable to casual aged care employees:</p> <p>24.3 Overtime shall be paid in accordance with the following, calculated on the Employee's base rate of pay for Casual Aged Care Employees:</p> <p>(a) for all time worked in excess of 38 hours per week or 76 hours per fortnight at the following rates:</p> <p>(i) Monday to Friday - 187.5% of the hourly rate (plus any all-purpose allowance payable) for the first two hours and 250% of the hourly rate (plus any all-purpose allowance payable) after two hours;</p>	<p>In the 2018 Agreement, all casual employees were entitled to:</p> <ul style="list-style-type: none"> • Monday to Friday – 150% for the first 2 hours, then 200% thereafter; • Sunday – 200% • Public Holidays – 250% • Work in excess of 12 hours for a broken shift – 200%. <p>This rate of pay was calculated on the casual's base rate of pay.</p> <p>The 2026 Agreement now introduces a new subclause relating only to casual Aged Care</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<p>(ii) Saturday and Sunday - 250% of the hourly rate (plus any all-purpose allowance payable); and</p> <p>(iii) Public holidays - 312.5% of the hourly rate (plus any all-purpose allowance payable).</p> <p>(b) for all time worked in excess of 10 hours per day:</p> <p>(i) Monday to Saturday - 187.5% of the hourly rate (plus any all-purpose allowance payable) for the first two hours and 250% of the hourly rate (plus any all-purpose allowance payable) after two hours;</p> <p>(ii) Sunday - 250% of the hourly rate (plus any all-purpose allowance payable); and</p> <p>(iii) Public holidays - 312.5% of the hourly rate (plus any all-purpose allowance payable).</p> <p>Overtime rates under this clause 24 will be in substitution for, and not cumulative upon, the shift and weekend penalties prescribed in clause 25 – Shift and Weekend Work and the casual loading in clause 19.2(a), unless otherwise stated.</p>	<p>employees which provides for a rate that is inclusive of the casual loading.</p> <p>In particular, casual Aged Care employees are entitled to a higher rate for all overtime performed on Saturday at 250% as opposed to 150% for the first 2 hours, then 200% thereafter.</p> <p>The rate of pay now also is to be applied to your hourly rate plus any all-purpose allowances payable to you.</p> <p>This however also means that there are no casual overtime rates for non-Aged Care casual employees. This is because IRT does not engage casual employees in other streams of the workplace. Therefore, this has no impact on you.</p>
Clause 23. 'Overtime'	<p>Clause 23.7(d) is removed. A new subclause is introduced at subclause (e) as follows:</p> <p>(e) For an Employee who would otherwise be covered by the Health Professionals and Support Services Award 2010, on the termination of such an Employee's employment in circumstances where the Employee has not been able to take time off in lieu of overtime that has been accrued, IRT will pay it out to the Employee at the applicable overtime rate based on the rates of pay applying at the time payment is made.</p>	<p>Nil – No impact. Clause updated to include undertaking 10 of the 2018 Agreement.</p>
Clause 24. 'Shift and Weekend Work'	<p>Renumbered to clause 25 and introduces a new 25.1, as:</p> <p>25.1 In circumstances where an Employee is working a broken shift that starts before 10:00am but ends after 8:00pm, the</p>	<p>Nil – No impact on you.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	Employee will be entitled to a shift penalty of 10% for actual hours worked on that shift.	This clause is provided for in the current 2018 Agreement as undertaking 6. This is now just inserted into the Agreement under clause 24.
Clause 24. 'Shift and Weekend Work'	Clauses 24.1 (renumbered to 25.2) and 24.4 (renumbered to 25.6) is amended to be set out in a table for readability purposes.	Nil – No impact.
Clause 24. 'Shift and Weekend Work'	Clause 24.2 (renumbered to 25.3) is amended to clarify that shift allowance is calculated with the casual loading.	<p>The clause is amended to make clear how shift allowances are calculated with casual loading to avoid any confusion.</p> <p>In practice, you will be entitled to both the shift penalty and casual loading but the shift allowance is not calculated with the casual loading, but rather on the base rate.</p>
Clause 24. 'Shift and Weekend Work'	<p>Clause 24.3 (renumbered to 25.4) has been expanded and broken into two separate clauses:</p> <p>25.4 Despite sub-clauses 25.1 and 25.2, all part-time and casual Employees, other than those underpinned by the Health Professionals and Support Services Award 2010 or the Nurses Award 2020, shall only be entitled to the additional rates where their shifts commence before 6:00am or finish subsequent to 6:00pm.</p> <p>25.5 Part-time and Casual Employees underpinned by the Health Professionals and Support Services Award 2010 or the Nurses Award 2020 shall be entitled to the additional rates where their shifts commence before 6:00am or finish subsequent to 6:00pm.</p>	Nil – No impact. This clause is provided for in the current 2018 Agreement as undertaking 8. This is now just inserted into the Agreement under clause 24.
Clause 24. 'Shift and Weekend Work'	<p>Clause 24.4 (renumbered to 25.6) provides specific shift penalty rates for casual employees working on the weekend of:</p> <ul style="list-style-type: none"> • 187.5% on a Saturday (which is inclusive of casual loading); and 	The 2026 Agreement is amended to identify what the penalty rate is for a casual employee performing ordinary hours on a weekend. The rate of pay is inclusive of the 25% casual loading.

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<ul style="list-style-type: none"> • 219% on a Sunday (which is inclusive of casual loading). 	
Clause 25. 'Public Holiday'	Clause 25.2 (renumbered to 26.2) is amended to clarify that employees are entitled to the public holiday in their "default place of work, as stipulated on the Employee's contract".	The amendment does not impact you. It only provides clarity and to avoid confusion as to which public holiday you are entitled to take time off in circumstances where there are different public holidays in each State and Territory.
Clause 25. 'Public Holiday'	Clause 25.2(a)(ii)(b) (renumbered to clause 26.2(a)(ii)(b)) is amended to remove the reference to "annual leave" and replaced with "public holiday election leave".	Part-time employees will no longer be able to elect to receive an additional day of annual leave where they work ordinary hours on a public holiday. Instead, an employee will be entitled to a separate type of leave called Public Holiday Election Leave. This is a separate type of leave to annual leave.
Clause 25. 'Public Holiday'	Clause 25.3 (renumbered to 26.3) removes the sentence "without the consent of IRT or without reasonable cause (such as personal/carer's leave)" and clarifies payment is to be paid at ordinary rates.	Nil. No impact on you. This clause exists in the current 2018 Agreement as undertaking 13. To ensure the undertaking remains in effect to the 2026 Agreement, the agreement has been amended accordingly.
Clause 25. 'Public Holiday'	Clause 25.5(a) (renumbered to 26.5(a)) replaces "Queen's Birthday" to "King's Birthday".	Nil. No impact – updated to reflect amended name of public holiday.
Clause 25. 'Public Holiday'	Clause 25.7 (renumbered to 26.7) removes the reference to "and/or casual loading" and changes subclause (c) is amended to increase the rate to "double time and three-quarters" (which is inclusive of casual loading) instead of "double time and a half". Subclause (c) also removes the reference to "In accordance with sub-clause 19.2(b), a	For casual employees working on public holidays, your rate is increased from 250% (which applied to your base rate of pay) to 275% (with the casual loading built into this rate).

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	casual Employee is not entitled to be paid casual loading for work on a public holiday.”	In practice, this means that casual employees will be paid more for working on a public holiday than they were under the 2018 Agreement.
Clause 26. ‘Additional Day (Birthday Leave)’	<p>Clause 26 is removed, and replaced with a new leave called “Additional (Two) Days (Appreciation Leave)” as follows:</p> <p>27.1 Subject to sub-clauses 27.2 and 27.3, an Employee (other than a casual Employee) is entitled to an additional two days of paid leave each year, allocated on 1 January of each year.</p> <p>27.2 The Employee will apply for the additional days via IRT’s Human Resource Information System. The additional days must be approved prior to them being taken.</p> <p>27.3 The additional days of leave can be taken consecutively and aligned directly to periods of Annual Leave. IRT shall not refuse to approve the leave unless it is reasonable to do so because of its operational requirements. If IRT is not able to accommodate the Employee’s nominated days, the Employee can nominate alternate days provided they are utilised prior to December 31 of the year that they are allocated, which also requires approval of IRT in accordance with this sub-clause 27.2. If the additional days of paid leave are not taken prior to December 31 of the corresponding year, they are forfeited by the Employee.</p> <p>27.4 The additional days of paid leave provided by this clause are paid at the Employee’s base rate for the usual ordinary hours the Employee would have normally worked on the days the leave is taken.</p> <p>27.5 If an Employee leaves the organisation without utilising one or both of the Appreciation Leave days, the Employee cannot elect to receive a payment in lieu of the entitlement.</p>	<p>All employees, other than casual employees, will now be entitled to two days of paid leave each year in replacement of the 1 day for Birthday Leave under the 2018 Agreement.</p> <p>The agreement has also been changed so that you may take those two days of paid leave at any time of the year, whereas the 2018 Agreement only limited it to your birthday or another nominated day due to cultural or other reasons.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
Clause 27. 'Allowances' 27.1 In Charge Allowances	Clause 27.1 (renumbered to 28.1) is amended for better clarity and reference to Schedule B for allowance with no reference to Item No.	Nil – No impact.
Clause 27. 'Allowances' 27.2 Vehicle / Travelling Allowance	Clause 27.2 (renumbered to 28.2) is amended to refer to Table 3 which will be adjusted in line with any changes to the Award rates, rather than specifying a modern award.	The practical effect of this is largely administrative where the rate of pay is set out in the one table at the end of the EA. The EA also provides greater flexibility if the allowance under the award increases, so to ensure there is no disadvantage to you in how allowances are calculated compared against the relevant Award.
Clause 27. 'Allowances' 27.2 Vehicle / Travelling Allowance	<p>Subclause (e)(i) is removed in its entirety, and subclause (e)(ii) is amended and renumbered to (f), as follows:</p> <p>(f) The Employee will accrue towards leave entitlements, up to the maximum entitlement for a full-time Employee, for time taken to travel between locations, excluding travel from the Employee's home to the first place of work and return to home at the end of the Employee's workday or shift.</p> <p>Subclause (g) is also introduced as follows:</p> <p>(g) For the avoidance of any doubt, where Home Care employees are rostered to work with consecutive customers, they shall be paid at their ordinary hourly rate for time travelled and a kilometre allowance rate for the distance travelled, at the rate prescribed in Schedule B, excluding travel from the Employee's home to the first place of work and return to home at the end of the Employee's work day or shift.</p>	<p>The practical effect of this amendment is that Home Care employees will no longer receive the separate travel payment of 3% of their ordinary hourly rate for travelling between consecutive customers based on kilometres travelled as per the current 2018 Agreement in cl 27.2(e)(i).</p> <p>Instead, the 2026 Agreement provides Home Care Employees shall be paid for their time while travelling between consecutive customers on their ordinary hourly rate of pay plus the relevant kilometre allowance as prescribed in Schedule B for distance travelled.</p> <p>Employees will still accrue leave entitlements for the time spent travelling between work locations (excluding travel from home to the first client and from the last client back home) up to a maximum entitlement for full-time employee.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
<p>Clause 27. 'Allowances' 27.4 Sleepovers Allowances</p>	<p>Clause 27.4 is removed from the Agreement.</p>	<p>The impact of this is nil. IRT no longer requires employees to perform sleepover shifts. Accordingly, clause 27 of the 2018 Agreement did not apply to your employment and therefore has been removed in the 2026 Agreement.</p>
<p>Clause 27. 'Allowances' 27.5 and 27.6</p>	<p>Clause 27.5 is deleted and replaced as follows: 28.4 On Call Allowance</p> <p>(a) An Employee (other than a Home Care Employee) who agrees to be on call (that is, agrees to make themselves ready and available to return to work at short notice whilst off duty), shall be paid the On call allowance, for each period of 24 hours or part thereof, set out in Table 2 of Schedule B to this Agreement.</p> <p>(b) An Employee who is directed to remain on call during a meal break shall be paid the On call during meal break allowance set out in Table 2 of Schedule B to this Agreement, provided that no allowance shall be paid if, during a period of 24 hours, including such period of on call, the Employee is entitled to receive the allowance prescribed in sub-clause 28.4(a).</p> <p>(c) Where an Employee is on call in accordance with sub-clause 28.4(a), leaves the workplace and is recalled to the workplace, the Employee shall be reimbursed all reasonable fares and expenses actually incurred in returning to the Care Centre. Where, in these circumstances, the Employee elects to use their own vehicle, the Employee shall be paid the per kilometre allowance set out in Table 3 of Schedule B of this Agreement.</p> <p>(d) This sub-clause 28.4 shall not apply to a Residential Manager (Director of Nursing) or a Senior Care Coordinator (Deputy Director of Nursing).</p>	<p>The practical effect of these changes is that the 2026 Agreement now has one consolidated on-call clause that only applies to employees other than Home Care employees. The previous separate clause dealing with on-call arrangements for At-Home Care employees has been removed, while the core on-call entitlements for other employees remain largely unchanged.</p> <p>Employees covered by the clause will continue to receive:</p> <ul style="list-style-type: none"> • an on-call allowance when rostered or agreed to be on-call; • an allowance if required to remain on-call during a meal break; and • reimbursement for reasonable travel costs if called to the workplace while on-call. <p>The amendment also clarifies that Home Care employees are excluded from the on-call provision.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	Clause 27.6 is removed.	
<p>Clause 27. Allowance 27.8 Higher Duties Allowance.</p>	<p>Clause 27.8 (renumbered to 28.6) is changed to add two new subclauses as (a) and (b) respectively, and clause 27.8(a) to (c) is changed to 28.6(c) to (e).</p> <p>The two new clauses are:</p> <p>(a) With respect to Employees who are otherwise covered by the Aged Care Award 2010, the Health Professionals and Support Services Award 2010 or the Social, Community, Home Care and Disability Services Industry Award 2010, notwithstanding clause 28.6 in its entirety, if any such Employee is engaged in duties carrying a higher rate of pay than the classification under the Agreement in which they are ordinarily employed in any one day or shift they will be paid at the higher rate for (a) the time so worked for two hours or less OR (b) a full day or shift where the time so worked exceeds two hours</p> <p>(b) With respect to Employees who are otherwise covered by the Nurses Award 2010, despite clause 28.6 in its entirety, if any such Employee is required to relieve another Employee in a higher classification under the Agreement than the one in which they are ordinarily employed for three days or more, they will be paid at the higher classification rate for that period of relieving.</p>	<p>Nil – No impact to you.</p> <p>These clauses already applied to you under undertakings 16 and 17 of the 2018 Agreement. The updated clause now refers directly to those arrangements in the 2026 Agreement itself, providing clearer and more consistent wording about when higher duties payments apply.</p>
<p>Clause 27. Allowance 27.8 Higher Duties Allowance.</p>	<p>Subclause 27.8(a) (renumbered to 28.6(c)) removes the reference “an Employee who is called upon to relieve another Employee in a higher classification or is called upon to act in a vacant position of a higher classification for a continuous period of at least three working days”.</p> <p>Further, in subclause 27.8(c) (renumbered to 28.6(e)), “day worker” is replaced with just “worker”.</p> <p>Captured from Undertakings 16 and 17 – no material change</p>	<p>The practical effect of these changes is that higher duties pay can now apply more broadly and flexibly. By removing the requirement that an employee must relieve for a higher classification for a continuous period of three working days, employees may be eligible for higher duties for shorter periods of acting in a</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
		<p>higher role in accordance with (a) and (b) as discussed above.</p> <p>The amendment also replaces the term “day worker” with “worker”, which broadens the provision so it applies consistently across different types of work arrangements and rosters.</p>
<p>Clause 27. Allowance 27.9 Meal Allowance</p>	<p>Clause 27.9 (renumbered to 28.7) removes any references to Item numbers, and includes a new subparagraph (b) as follows:</p> <p>(b) In addition to 28.7(a), where an Employee is required to work overtime and such overtime exceeds four hours, the Employee will be supplied with a further meal or paid allowance at the appropriate rate.</p>	<p>The 2026 Agreement introduces a new entitlement in addition to that already provided, in that you will be provided with a further meal or paid an allowance for overtime exceeding 4 hours.</p> <p>In practice, this means that if IRT requires you to work overtime and you work more than 4 hours of overtime, you will be entitled to a meal or paid allowance in accordance with the rate provided at Table 2 of Schedule B.</p>
<p>Clause 27. Allowance 27.10 Service Allowance</p>	<p>Clause 27.10 is removed from the 2026 Agreement.</p>	<p>The 2026 Agreement removes the service allowance, being 10% of the base rate to employees previously employed under the <i>Charitable Aged and Disability Care Services (state) Award</i> and employed since before 1 June 1980 which was provided at cl 22.10 of the 2018 Agreement.</p> <p>This has no impact on you as IRT does not employ employees under this category.</p>
<p>Clause 28. ‘Annual Leave’ 28.2 Accrual of Annual Leave</p>	<p>Clause 28.2(c)(i) (renumbered to 29.2(c)(i)) amends the span of hours from “6:00am to 7:00pm” to “6:00am to 6:00pm”.</p>	<p>The subclause is amended to reflect the span of hours provided at clause 20.1.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
		<p>The practical effect of this is if a shiftworker is regularly rostered to work outside of 6:00am to 6:00pm. Given the shorter timeframe, this amendment is more beneficial as it expands the eligibility by 1 hour for the additional week of annual leave under the 2026 Agreement.</p>
<p>Clause 28. 'Annual Leave' 28.4 Taking of Annual Leave</p>	<p>Clause 28.4(d)(ii) (renumbered to 29.4(d)(ii)) amends and replaces "eight weeks" to "six weeks".</p>	<p>The threshold where IRT can direct you to take annual leave is reduced from 8 weeks to 6 weeks' accrual.</p> <p>In practice, this means that if you have accrued more than 6 weeks of annual leave, IRT may direct you to take annual leave. IRT is unable to do this until you have accrued 8 weeks of annual leave under the current 2018 Agreement.</p>
<p>Clause 29 'Personal /Carer's Leave'</p>	<p>Clause 29.7(c) (renumbered to 30.7(c)) includes an additional subclause as follows:</p> <p>(iii) A medical certificate or statutory declaration is required for personal/carer's leave for periods greater than two days.</p>	<p>The 2018 Agreement provides that an employee must provide evidence that would satisfy a reasonable person if required by IRT when an employee has given notice of taking personal/carer's leave.</p> <p>The 2026 Agreement includes a new clause which requires a medical certificate or statutory declaration when you take personal/carer's leave for more than 2 days. In other words, you do not have to provide a medical certificate for up to 2 days.</p>
<p>Clause 30. 'Compassionate Leave'</p>	<p>Clause 30.3 (renumbered to 31.3) is changed to:</p> <p>31.3 In the event that a member of the Employee's immediate family or household dies including:</p>	<p>Clause 31.3 of the 2018 Agreement provides that when your immediate family or household</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<p>(a) A child is stillborn, where the child would have been a member of the employee’s immediate family, or a member of the employee’s household, if the child had been born alive; or</p> <p>(b) The Employee, or the Employee’s spouse or de facto partner, has a miscarriage.</p> <p>The Employee is entitled to at least two days’ and up to five days’ (based on Minimum Guaranteed hours) compassionate leave. Compassionate leave should generally be taken (where relevant) on days immediately before the funeral, when the funeral takes place and immediately after the funeral.</p>	<p>member passes away, you’d be entitled to 2 to 5 days of compassionate leave.</p> <p>The 2026 Agreement changes this to also include the unfortunate circumstance of when:</p> <ul style="list-style-type: none"> • a child that would have been a member of your immediate family or household is stillborn; or • you, your spouse or de facto partner has a miscarriage. <p>This is in line with the NES.</p>
<p>Clause 31. ‘Community Service Leave’.</p>	<p>Clause 31.1 (renumbered to 32.1) is changed to remove the sentence, “Except for the requirement to pay jury service in accordance with subclause 31.23, community service leave is unpaid”.</p> <p>Clause 31.2(a) (renumbered to 32.1(b)) is amended to include “...is entitled to three days paid Community Service Leave for each financial year beginning 1 July at ordinary pay for the shifts (or periods of time) the Employee would otherwise have regularly worked on those days. The eligible community service activity must consist of one or more of the following:”</p> <p>Two new clauses have been inserted after (a) as follows:</p> <p>(b) Any further leave required may be taken as annual leave or, if the Employee chooses an approved unpaid leave.</p> <p>(c) A full-time and part-time Employees’ entitlement to Community Service Leave does not accrue from year to year.</p> <p>Clause 31.2(b), now 32.2(d), is amended to remove subclause (i) relating to jury service.</p>	<p>The 2026 Agreement provides you with a more beneficial entitlement of up to 3 days of paid community service leave each financial year, instead of unpaid leave under the 2018 Agreement.</p> <p>You will be entitled to the paid community service leave for approved community service activities. This leave will not accumulate from year to year.</p> <p>If you require additional time beyond the 3 paid days, you are now also entitled to take annual leave or approved unpaid leave.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
<p>31. 'Community Service Leave'. 31.3 'Jury Service'</p>	<p>Clause 31.3 (renumbered to 32.3) is amended slightly in splitting subclause (b) into two sentences for readability purposes to identify what the Employee is to be paid.</p>	<p>Nil – No impact. Grammatical correction.</p>
<p>Clause 32. 'Parental Leave'</p>	<p>Clause 32.2 (renumbered to 33.2) is changed to add a new subclause at (a), as follows:</p> <p style="padding-left: 40px;">(a) Despite clause 33.2(f), IRT will treat former spouses or de facto partners as a 'partner' for the purpose of clause 33.2(e) irrespective of whether they are the father of the child or not.</p> <p>As a result, subclause (f) changes the definition of partner to remove the following sentence "but does not include a former spouse or de facto partner other than the father of the child."</p> <p>All other subclauses have been shifted by 1 letter.</p>	<p>There is no practical change to your entitlement as a result of this amendment.</p> <p>The wording has been updated to formally recognise former spouses or former de facto partners as a "partner", consistent with Undertaking 19 of the 2018 Agreement, which was already being applied in practice.</p>
<p>Clause 32. 'Parental Leave'</p>	<p>Clause 32.2(b)(ii) (renumbered to 33.2(c)(ii)) changes the term "ordinary hours" to "Minimum Guaranteed hours".</p>	<p>The reference to ordinary hours has been changed to "minimum guaranteed hours" to make clear that the clause is referring to the expected hours you are contracted or agreed to work. The clause is inclusive for part-time employees.</p> <p>Otherwise, the amendment has no practical impact on you and is intended to apply consistently with existing practices. P</p>
<p>Clause 32. 'Parental Leave'</p>	<p>Paid parental leave entitlement is increased from "12 weeks" to "14 weeks" for paid maternity / adoption or surrogacy leave. Paid bonding leave is increased from "two weeks" to "four weeks".</p>	<p>The 2026 Agreement increases the paid maternity or adoption / surrogacy leave by 2 additional weeks, providing you with a greater entitlement than the 2018 Agreement.</p>
<p>Clause 33. 'Long Service Leave'</p>	<p>Clause 33 (renumbered to 34) is replaced entirely to:</p> <p style="padding-left: 40px;">34.1 Employees will receive long service leave in accordance with the entitlements with their state based jurisdiction.</p>	<p>Under the 2026 Agreement, you will remain entitled to 2 months of long service leave after</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<p>34.2 Each Employee shall be entitled to two months' long service leave on ordinary pay after 10 years' service; thereafter, additional long service leave shall accrue on the basis of five months' long service leave for each additional 10 years' service.</p>	<p>10 years of service, and five months for each additional 10 years.</p> <p>The practical effect of this amendment is that long service leave will now be determined primarily by your location's long service leave legislation (which differs between States and Territories), rather than the detailed provision set out in the 2018 Agreement.</p> <p>While the core entitlement remains unchanged, many of the detailed rules about accrual, access, service recognition and payment on termination have been removed and IRT will instead rely on the relevant state-based laws to ensure that you are receiving your entitlements in accordance with law.</p>
<p>Clause 37. 'Natural Disaster Leave'.</p>	<p>Clause 37 (renumbered to 38) is changed from "one day" to "two days" of paid Natural Disaster Leave for each financial year.</p>	<p>The 2026 Agreement increases your entitlement to one paid day of Natural Disaster Leave to 2 days per financial year. This provides you with additional paid leave where you are directly and personally affected by a natural disaster and are unable to work.</p>
<p>Clause 38. 'Disciplinary Matters'.</p>	<p>Clause 38 (renumbered to 39) is now called "Workplace Investigations" instead of "Disciplinary Matters".</p>	<p>Nil – No impact. Administrative change only. The clause is otherwise the same.</p>
<p>Clause 39 'Termination'</p>	<p>Clause 39.11 (renumbered to 40.11) is changed to clarify that the notice of termination is "(to be provided by either party when terminating employment".</p> <p>The clause is also changed to remove subclause (ii), which provides "Director of Nursing; Deputy Director of Nursing; Assistant</p>	<p>The amendment to this clause is minimal. The clause has been simplified and clarified so that the notice periods apply to both IRT and you when ending employment. The previous additional notice requirement for senior positions has been removed, meaning the</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	Director of Nursing and an Aged Care Employee Level 7 – four weeks’ notice”	standard notice periods now apply consistently across all employees.
Clause 40 ‘Consultation’	Clause 40.1 (renumbered to 41.1) is changed by deleting subclause (a) and removing the title “IRT to notify regarding major workplace change”. Clause 41.1 now only provides the definition of “significant effects”.	<p>The practical effect of this change is limited, with the consultation obligations for notifying major workplace change largely remaining the same.</p> <p>The clause has been restructured and simplified, but IRT is still required to consult with affected employees and their representatives about major workplace changes in accordance with clause 41.2 of the 2026 Agreement.</p>
Clause 40 ‘Consultation’	<p>Clause 40 (renumbered to 41) introduces a new subclause at 41.3 relating to Change to Rosters or Ordinary Hours of Work. The clause reads as:</p> <p>(a) This clause applies if IRT proposes to introduce a change to the regular roster or ordinary hours of work of Employees.</p> <p>(b) The relevant Employees may appoint a representative for the purposes of the procedures in this clause.</p> <p>(c) IRT will recognise the representative if:</p> <p>(i) a relevant Employee appoints, or relevant Employees appoint, a representative for the purposes of consultation; and</p> <p>(ii) the Employee or Employees advise IRT of the identity of the representative;</p> <p>(d) As soon as practicable after proposing to introduce the change, IRT will:</p> <p>(i) discuss with the relevant Employees the introduction of the change; and</p>	<p>The 2026 Agreement is amended to include a more detailed process for consulting employees about proposed changes to regular rosters or ordinary hours of work.</p> <p>Employees may appoint a representative during the consultation process, and IRT must provide relevant information about the proposed changes, discuss the likely impacts, and genuinely consider employee feedback before implementing change.</p> <p>The practical effect is that IRT is obliged to comply with a clearer process when consulting you in relation to roster and hours changes.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<p>(ii) for the purposes of the discussion, provide to the relevant Employees:</p> <ul style="list-style-type: none"> a. all relevant information about the change, including the nature of the change; and b. information about what IRT reasonably believes will be the effects of the change on the Employees; and c. information about any other matters that the Employer reasonably believes are likely to affect the Employees; and <p>(iii) invite the relevant Employees to give their views about the impact of the change (including any impact in relation to their family or caring responsibilities).</p> <p>(e) However, IRT is not required to disclose confidential or commercially sensitive information to the relevant Employees.</p> <p>(f) IRT will give prompt and genuine consideration to matters raised about the change by the relevant Employees or their representative.</p> <p>(g) In this clause 'relevant Employees' means the Employees who may be affected by a change.</p>	
<p>Clause 40 'Consultation' 40.3 Consultative Teams</p>	<p>Subparagraph (a) is changed in its entirety to:</p> <p>Where service provision teams (for example Central Production Kitchen, Facilities Maintenance) with more than 40 employees, Home Care and in a facility with 60 beds or more, the majority of Employees covered by this Agreement vote in support of the establishment of a consultative team, IRT will facilitate the establishment of such a consultative team.</p>	<p>The 2026 Agreement is amended so that more employees and work areas may be eligible to establish a consultative team. In the current 2018 Agreement, consultative teams could only be established in facilities with 80 beds or more.</p> <p>The amendment expands this to include service provision teams with more than 40 employees (Home Care) and facilities with 60 beds or more. In practice, this provides more opportunities for employees to participate in</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
		formal consultation and discussions with IRT about workplace issues.
Clause 41. 'Redundancy'	<p>The clause removes the reference to "sleepover allowance" under clause 41.3(c)(iii)(c).</p> <p>Clause 41.4 (renumbered to 42.4) is also updated to replace "Deputy Director of Nursing or Assistant Director of Nursing) to "Residential Manager or Senior Care Coordinator".</p>	<p>As sleepovers are no longer required to be performed, the impact is nil.</p> <p>These titles have also been amended to reflect the current titles referred to in practice. The impact is therefore nil.</p>
Clause 43. 'Labour Flexibility and Mixed Functions'.	<p>Clause 43.4 is moved to 44.6, and clause 43 (now 44) adds two additional subclauses as follows:</p> <p>44.4 Registered Nurses, Enrolled Nurses, Nursing Assistants, and Aged Care Employees (Care Stream) shall not be required to perform, as a matter of routine, the following duties:</p> <p>(a) Cooking and preparing of main meals</p> <p>(b) Performing the role of a paid cleaner</p> <p>44.5 If hospitality or laundry Employees are absent, Registered Nurses, Enrolled Nurses, Nursing Assistants, and Aged Care Employees (Care Stream) will not be directed to perform their duties in their absence.</p> <p>However, for 43.4, the reference to "Deputy Director of Nursing or an Assistant Director of Nursing" is changed to "Residential Manager or a Senior Care Coordinator".</p>	<p>The practical effect of these changes is that nursing and care employees will have greater protection from being routinely required to perform hospitality or cleaning duties outside their primary care roles.</p> <p>The new clause under the 2026 Agreement make clear that Registered Nurses, Enrolled Nurses, and Aged Care Employees (Care Stream) are not to routinely cook main meals, perform the role of a paid cleaner, or cover hospitality or laundry duties when those employees are absent.</p> <p>The amendment also updates management role titles in the workload provision in light of the new position titles being adopted by IRT.</p>
Clause 45. 'Superannuation'	<p>Clause 45.2 (now 46.2) removes "Health Industry Plan" and "First State Super" as 'approved fund' and replaces it with "Aware Super".</p>	<p>The impact is nil as employees may continue to nominate any agreed complying superannuation fund under subclause (e) where approved.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
Clause 45. 'Superannuation'	<p>Clause 45.6 (now 46.6) has been amended to replace "will be made on a monthly basis" to "will be made in alignment with legislative requirements".</p> <p>Clause 45 (now 46) also introduces a new 46.7 and 46.8 as follows:</p> <p>46.7 From 1 July 2026, or such earlier date as determined by the Employer, superannuation contributions will be paid at the same time as the Employee's salary or wages</p> <p>46.8 The Employer will ensure that all SG contributions reach the Employee's nominated superannuation fund within seven (7) business days of the relevant payday, unless an extended legislative timeframes applies (e.g., for new employees or updated fund details).</p>	<p>The 2026 Agreement is being amended in light of the new superannuation laws coming into effect on 1 July 2026 in which requires IRT to pay your superannuation when you are paid your wages.</p> <p>This change in the 2026 Agreement thereby requires IRT to pay your superannuation contributions more frequently and aligned to your regular pay cycle rather than monthly.</p> <p>The new clause also requires IRT to ensure superannuation contributions reach your nominated super funds within 7 business days of payday, unless a longer timeframe is permitted by law (as is the case for new employees).</p> <p>In practice, this means you will receive super contributions sooner and improve visibility of payments into your super accounts.</p>
Clause 46. 'Attendance at Meetings'	<p>Clause 46, now numbered as 47, is replaced to read as follows:</p> <p>47.1 In relation to clause 47, if an Employee is required to attend Workplace Health and Safety Committee and/or Board of Management meetings in the capacity of Employee representative outside the Employee's ordinary hours of work, the Employee will be paid overtime (if applicable) for such hours spent attending the meeting in accordance with clause 24 (or be able to take time off in lieu of overtime in accordance with clause 24.7)</p>	<p>Nil – No impact. Updated in accordance with Undertaking 20 of the 2018 Agreement.</p>
Clause 47. 'Training'	<p>Clause 47, now numbered as 48, introduces a new paragraph in accordance with the undertakings provided in Undertaking 21.</p>	<p>Nil – No impact.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
Clause 47. 'Training'	Clause 47.1(f) regarding when overtime will not apply when attending a training is removed.	<p>In the 2018 Agreement, an employee would not be entitled to overtime when they attended training that falls outside their normal rostered working time of a casual or part-time employee or if it interrupts the applicable 8 or 10 hour break between shifts. The 2026 Agreement removes this.</p> <p>In practice, the effect is limited as clause 48.1(d)(iii) provides that if an employee works outside of their normal rostered working hours, they shall be paid at ordinary rates (along with any applicable penalties) for the period of training despite clause 24 (relating to overtime).</p> <p>The removal of this clause mainly simplifies the wording and removes duplicated provisions about when overtime does not apply to training attendance.</p>
Clause 47. 'Training' 47.2 E-Learning	Subclause (a)(i) is changed to reflect current technology use and simplify the term to, "access on-line, learning resources in the classroom, workplace or home" and replaces "My Learning" to "Ausmed".	Nil – No impact.
Clause 50. 'Requests for Flexible Working Arrangements.'	<p>Clause 50, now numbered as 51, is replaced entirely to:</p> <p>51.1 Employees are entitled to request flexible employment arrangements in accordance with the provisions of the NES (refer to Chapter 2, Part 2-2, Division 4 of the Act).</p>	<p>This is a minor amendment in practice. Employees will continue to have access to flexible working arrangement requests under the NES (as amended from time to time).</p> <p>The detailed eligibility and process provisions contained in the 2018 Agreement have been</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
		<p>removed, with the clause now simply referring to the NES requirements.</p> <p>The effect is limited as the NES entitlements applied to your employment, which creates more detailed steps for IRT to follow when responding to a flexible working arrangement, such as consult with the employee, have regard to their personal circumstances and can only refuse the request on reasonable business grounds.</p>
<p>Clause 51. 'Domestic Violence'</p>	<p>Clause number updated to 52.</p> <p>Introduces a new paragraph which is in line with Undertaking 22 of the 2018 Agreement.</p> <p>All references to "Victim" has been replaced with "Employee" and "being the victim of" is replaced with "impacted by".</p> <p>The leave entitlement is changed from "3 days" to "20 days" of special paid leave</p>	<p>While the 2018 Agreement provides 3 days paid leave, the NES entitles an employee to 10 days paid leave (this is what currently applies to your employment). The 2026 Agreement increases that entitlement to double the amount per calendar year, providing you with greater support if you need time away for matters such as medical appointments, legal proceedings or safety arrangement if you are impacted by domestic violence.</p> <p>While the 2026 Agreement provides that all employees, other than casual employees, shall be entitled to 20 days of paid leave, casual employees will remain to be entitled to the 10 days of paid family and domestic violence leave provided under the NES. This is because the 2026 Agreement provides, at clause 11, that if the NES provides greater entitlement, the NES clause will apply to your employment to the extent of that disadvantage.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
<p>Clause 52. 'Union Delegates'</p>	<p>Clause number updated to 54. Clauses 53.2 to 53.5 is otherwise removed and replaced with:</p> <p>54.2 Workplace Delegates' Rights</p> <p>(a) Clause 54.3 provides for the exercise of the rights of workplace delegates set out in section 350C of the Act.</p> <p>NOTE: <i>Under section 350C(4) of the Act, the employer is taken to have afforded a workplace delegate the rights mentioned in section 350C(3) if the Employer has complied with clause 54.2.</i></p> <p>(b) In clause 54.2:</p> <p>(i) employer means the employer of the workplace delegate;</p> <p>(ii) delegate's organisation means the Employee organisation in accordance with the rules of which the workplace delegate was appointed or elected; and</p> <p>(iii) eligible workers means members and persons eligible to be members of the delegate's organisation who work in a particular enterprise.</p> <p>(iv) workplace delegate means a person appointed or elected, in accordance with the rules of an employee organisation, to be a delegate or representative (however described) for members of the organisation who work in a particular enterprise.</p> <p>54.3 Before exercising entitlements under clause 54.2, a workplace delegate must give the employer written notice of their appointment or election as a workplace delegate. If requested, the workplace delegate must provide the employer with evidence that would satisfy a reasonable person of their appointment or election.</p> <p>(i) An Employee who ceases to be a workplace delegate must give written notice to the employer within 14 days.</p>	<p>A new clause has been introduced into the 2026 Agreement providing rights to workplace delegates.</p> <p>A workplace delegate is an employee or worker of IRT who is appointed or elected by the employee organisation rules to be a delegate or representative for the members of the IRT organisation.</p> <p>In practice, the rights include:</p> <p>(a) a right to represent employees in matters such as workplace changes, roster changes, disputes, disciplinary matters and bargaining; and</p> <p>(b) reasonable access to communication tools, workplace facilities and paid training related to their representative role.</p> <p>The clause also sets out the workplace delegate's responsibility when exercising these rights, such as complying with workplace policies and not disrupting normal workplace operations.</p> <p>These provisions reflect the workplace delegate rights introduced under the Fair Work Act and each of your respective Awards.</p>

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<p>54.4 Right of Representation A workplace delegate may represent the industrial interests of eligible workers who wish to be represented by the workplace delegate in matters including:</p> <ul style="list-style-type: none"> (a) consultation about major workplace change; (b) consultation about changes to rosters or hours of work; (c) resolution of disputes; (d) disciplinary processes; (e) enterprise bargaining where the workplace delegate has been appointed as a bargaining representative under section 176 of the Act or is assisting the delegate’s organisation with enterprise bargaining; and (f) any process or procedure within an award, enterprise Agreement or policy of the employer under which eligible workers are entitled to be represented and which concerns their industrial interests. <p>54.5 Entitlement to reasonable communication (a) A workplace delegate may communicate with eligible workers in relation to their industrial interests under clause 54.5. This includes discussing membership of the delegate’s organisation and representation with eligible workers. (b) A workplace delegate may communicate with eligible workers during working hours or work breaks, or before or after work.</p> <p>54.6 Entitlement to reasonable access to the workplace and workplace facilities (a) The employer must provide a workplace delegate with access to or use of the following workplace facilities:</p> <ul style="list-style-type: none"> (i) a room or area to hold discussions that is fit for purpose, private and accessible by the workplace delegate and eligible workers; (ii) a physical or electronic noticeboard; (iii) electronic means of communication ordinarily used in the workplace by the employer to communicate with eligible workers 	

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<p>and by eligible workers to communicate with each other, including access to Wi-Fi;</p> <p>(iv) a lockable filing cabinet or other secure document storage area; and</p> <p>(v) office facilities and equipment including printers, scanners and photocopiers.</p> <p>(b) The employer is not required to provide access to or use of a workplace facility under clause 54.7(a) if:</p> <p>(i) the workplace does not have the facility;</p> <p>(ii) due to operational requirements, it is impractical to provide access to or use of the facility at the time or in the manner it is sought; or</p> <p>(iii) the employer does not have access to the facility at the enterprise and is unable to obtain access after taking reasonable steps.</p> <p>54.7 Entitlement to reasonable access to training</p> <p>The employer must provide a workplace delegate with access to up to 5 days of paid time during normal working hours for initial training and at least one day each subsequent year, to attend training related to representation of the industrial interests of eligible workers, subject to the following conditions:</p> <p>(a) In each year commencing 1 July, the employer is not required to provide access to paid time for training to more than one workplace delegate per 50 eligible workers.</p> <p>(b) The number of eligible workers will be determined on the day a delegate requests paid time to attend training, as the number of eligible workers who are:</p> <p>(i) full-time or part-time Employees; or</p> <p>(ii) regular casual Employees.</p> <p>(c) Payment for a day of paid time during normal working hours is payment the workplace delegate would have been paid for the</p>	

Original Clause in 2018 Agreement	Change in Proposed 2026 Version	What does this mean for me?
	<p>hours the workplace delegate would have been rostered or required to work on that day if the delegate had not been absent from work to attend the training.</p> <p>(d) The workplace delegate must give the employer not less than 5 weeks' notice (unless the employer and delegate agree to a shorter period of notice) of the dates, subject matter, the daily start and finish times of the training, and the name of the training provider.</p> <p>(e) If requested by the employer, the workplace delegate must provide the employer with an outline of the training content.</p> <p>(f) The employer must advise the workplace delegate not less than two weeks from the day on which the training is scheduled to commence, whether the workplace delegate's access to paid time during normal working hours to attend the training has been approved. Such approval must not be unreasonably withheld.</p> <p>(g) The workplace delegate must, within 7 days after the day on which the training ends, provide the employer with evidence that would satisfy a reasonable person of their attendance at the training which is to include the sharing of information and knowledge gained to align as a consistent practice as detailed by the employers Learning and Development policy for all external training forums.</p> <p>54.8 Exercise of entitlements under clause 54.2</p> <p>(a) A workplace delegate's entitlements under clause 54.2 are subject to the conditions that the workplace delegate must, when exercising those entitlements:</p> <p>(i) comply with their duties and obligations as an Employee;</p> <p>(ii) comply with the reasonable policies and procedures of the employer, including reasonable codes of conduct and requirements in relation to occupational health and safety and acceptable use of ICT resources;</p>	

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	<p>(iii) not hinder, obstruct or prevent eligible workers exercising their rights to freedom of association.</p> <p>(b) A workplace delegate must, other than in the reasonable exercise of the entitlements under Clause 54.2:</p> <p>(i) Comply with their duties and obligations as an employee; and</p> <p>(ii) Not hinder, obstruct or prevent the normal performance of work</p> <p>(b) Clause 54.2 does not require the employer to provide a workplace delegate with access to electronic means of communication in a way that provides individual contact details for eligible workers.</p> <p>(c) Clause 54.2 does not require an eligible worker to be represented by a workplace delegate without the Employee’s agreement.</p> <p>NOTE: Under section 350A of the Act, the Employer must not:</p> <p>(i) unreasonably fail or refuse to deal with a workplace delegate; or</p> <p>(ii) knowingly or recklessly make a false or misleading representation to a workplace delegate; or</p> <p>(iii) unreasonably hinder, obstruct or prevent the exercise of the rights of a workplace delegate under the Act or clause 54.2.</p>	
<p>Schedule A. ‘Employment Classifications’</p>	<p>Substantial re-write reflecting current classification structure, operating model and the 2025 work value case changes. Assistant in Nursing classification has been removed.</p> <p>In particular, for ACE and Home Care employees:</p> <ul style="list-style-type: none"> • there is a new classification structure that is aligned with the <i>Aged Care Award and Social, Community, Home Care and Disability Services Award</i> which was adopted following the Work Value Case which is based off your qualification, experience and tasks performed in the relevant stream. 	<p>The classification descriptions, particularly for Aged Care Employees and Home Care employees, have been updated with the intention of better reflect current industry awards and employee roles.</p> <p>In particular, the 2026 Agreement replaces the term “500 hours” with 3 months. In practice, this means a new employee will only be required to perform 3 calendar months of</p>

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	<ul style="list-style-type: none"> The reference to "500 hours" work experience has been changed to "3 months" work experience for Level 1 employees; A new classification is being introduced for ACE and Home Care employees who holds a Certificate III qualification in Individual Support or equivalent but with less than 3 months' experience. Such classification is called Level 1B. 	<p>experience in the industry to be able to move up to the next classification level. This is for 3 months, regardless of whether they perform 500 hours or less.</p> <p>The new Level 1B classification is also introduced to recognise employees who hold a Certificate III qualification in Individual Support or equivalent but still gaining initial industry experience. This means qualified new starters will no longer be classified at the same level as employees without a qualification simply because they have less than 3 months' experience. Once an employee reaches three months' work experience, they will move to a Level 3 classification.</p>
Schedule B, 'Pay, Other Rates & Allowances'	<p>Rates of pay updated for each classification in the new Agreement for the respective position and classification.</p> <p>Table 2 of Other Rates and Allowances is also updated. The increase is removed and replaced with "Life of 2026 EA Amended to align with relevant Modern Award changes when relevant".</p> <p>The references to broken shift allowance have been changed from 0.5 hours to a specific dollar figure, such as \$20.82 for one occasion of broken shift, or \$27.63 for two occasion of broken shift.</p>	<p>Rates of pay updated to reflect application of base rates of pay increases.</p>
Schedule C	Removed.	Not applicable.
Schedule D	Removed.	Not applicable.
N/A	All references to "Care Manager" have been replaced with "Residential Manager".	Nil – No impact. Updated to reflect current position title.

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N/A	All references to "Lifestyle" have been replaced with "Wellbeing".	Nil – No impact. The Lifestyle Stream name is updated to reflect the current stream name.
N/A	All references to "At-Home Care" and "In-Home Care" have been updated to refer to only "Home Care".	Nil – No impact.