

Health Professionals Enterprise Agreement 2026

Explanation of key changes

This document identifies the key changes contained within the *Mater Health Professionals Enterprise Agreement 2026* (proposed EA) and is also to assist you in understanding those changes. Once successfully voted on by Mater Health Professionals and approved by the Fair Work Commission, the proposed EA will replace the nominally expired *Mater Health Professionals' Enterprise Agreement 2023-2025 [AG2023/1954]*.

This document has been prepared for Health Professionals employed by Mater Misericordiae Limited (Mater).

The *Mater Health Professionals' Enterprise Agreement 2023-2025 [AG2023/1954]* and the proposed EA are the documents referred to for the purposes of the key changes summarised below.

For information on full terms and conditions, you are encouraged to refer to the proposed EA document. The numbers in brackets throughout this document [e.g., "(1.1)"] refers to clause numbers in the proposed EA.

While care has been taken to ensure the information below is as correct as possible, the source of truth is the proposed EA and you should review the proposed EA for confirmation of any issue or question you may have.

Part 1 – Preliminary

Title (1.1)

Mater Health Professionals Enterprise Agreement 2026. This change is to clearly identify the proposed EA from previous EAs.

Date and Period of Operation (1.2)

The proposed EA will have a nominal expiry of 31 August 2027.

Relationships with Awards, Agreements and Other Conditions (1.4)

The proposed EA states it will replace the *Mater Health Professionals' Enterprise Agreement 2023-2025 [AG2023/1954]*. The proposed EA also clarifies that where there is an inconsistency between the Agreement and the NES, the NES provision will prevail.

Definitions (1.7)

Provides definitions for a selection of words or terminologies used in the proposed EA to assist in understanding the meaning of clauses within the proposed EA. Some changes to definitions include the following:

- Accrued Day Off (1.7.1a) – inclusion of the acronyms “ADO”.
- Agreement (1.7.1c) – to reflect the new title of the *Mater Health Professionals Enterprise Agreement 2026*.
- Immediate family (1.7.1f) – updates the definition of immediate family to include defined step relations and adoptive relations.
- Rostered Day Off (1.7.1k) – inclusion of the acronym “RDO”.

Mandatory Terms

The proposed EA includes the following clauses as required by the *Fair Work Act 2009* (the Act):

- Prevention and Settlement of Disputes (1.9)
- Flexibility Term (1.10)
- Consultation (1.11)

Even if the proposed EA did not include the above clauses, these clauses are taken to be terms of the Agreement.

These clauses in the proposed EA are updated to reflect the current model term clauses.

Clause 1.9 removes the provision that if a dispute formally commenced under a replaced EA but not concluded at the time at which the proposed EA commences, it will continue to be dealt with in accordance with the relevant provisions of the replaced EA.

Mater Consultative Forum (1.12)

The proposed EA introduces a Health Professionals Consultative Committee (MHPCC) to provide a specific forum for Mater Health Professionals to consult and be consulted about issues subject to the application of the Agreement.

Part 2 – Basis of Employment

Part-time Health Professionals (2.3)

The proposed EA clarifies that additional hours at overtime rates apply when the additional hours are required and directed by Mater.

Temporary Health Professionals (2.8)

This clause in the proposed EA has been updated to reflect current legislation in relation to fixed term and maximum term employment and limitations.

Part 3 – Wage and Salary Related Matters

Wage Increase (3.1 and Schedule 1)

The proposed EA provides a per annum wage increase in each year of the proposed EA. The wage rates are outlined in Schedule 1 of the proposed EA. The wage percentage increases and effective dates are:

3% from the first full pay period on or after 1 September 2025 (backdated); and
2.5% from the first full pay period on or after 1 September 2026.

If the vote is approved, all employees covered by the proposed EA and employed at the time the proposed EA comes into operation will receive relevant back pay to the first full pay cycle of September 2025.

Part 4 – Leave and Public Holidays

Parental Leave (4.1), Paid Parental Leave (4.2), Unpaid Parental Leave (4.3), and Statutory Paid Parental Leave (4.4).

The proposed EA removes the gendered language from the parental leave clauses, providing 12 weeks parental leave for the parent who will take the majority of the initial caring responsibilities and 2 weeks for the parent who is the supporting parent or partner sharing in the caring of the child.

The proposed EA also introduces a clause to reference to the federal government's statutory paid leave, noting that it does not form any entitlement pursuant to this Agreement.

Public Holidays (4.13)

The proposed EA updates the public holiday list.

Christmas Period Closure and Concessional Day (4.15)

The proposed EA amends the clause wording for greater clarity and precision.

Suspension (4.19)

The proposed EA introduces a clause for suspension without pay in defined situations. The clause includes the situations where suspension without pay may occur along with procedural fairness principles and process. The clause also states that an employee may request access to accrued leave entitlements in lieu of suspension with or without pay. Requests to access leave in lieu of suspension will not be unreasonably denied.

Part 5 Hours of Work

Breaks (5.12)

The proposed EA increases Meal Allowances whilst on overtime from \$13.29 to \$16.62

Part 6 – Professional Development and Support

Qualification Allowance (6.4)

Qualification allowance will increase by the same amount as wages and will become effective from the date the Agreement becomes operational.

Part 7 – On call

On Call Allowance (7.1)

On call allowance will increase by the same amount as wages and will become effective from the date the Agreement becomes operational.

Emergency Clinical On Call Allowance (7.2)

Emergency clinical on call allowance will increase by the same amount as wages and will become effective from the date the Agreement becomes operational.

Part 9 – Other Allowances

Laundry Allowance (9.1.2)

Laundry allowance will increase by the same amount as wages and will become effective from the date the Agreement becomes operational.

Part 11 – Occupational Health and Safety

Workplace Health and Safety Process (11.1)

The proposed EA inserts wording to ensure it is clear that work only continues where it is safe to do so.

Fatigue Leave and Payment (11.2)

The proposed EA introduces a new fatigue leave provision for recalls of less than two (2) hours between the hours of 23:00 and 4:00am. The Health Professional will be provided additional time off equivalent to the duration time of the recall without loss of pay, prior to recommencing their ordinary rostered shift.

Part 12 – Right to Disconnect and Part 13 Workplace Delegates Rights

A new clause has been included to adopt the Right to Disconnect model term.

Workplace Representatives and Union Delegates (12.1) and Attendance at Industrial Education Training (12.2)

Union related matters section has been updated to the Workplace Delegate Rights Model Term.

Other matters

Grammatical and administrative amendments have been made throughout the document to improve readability and accuracy.

Schedule One – Wages

The wages in the proposed EA will apply from the dates indicated Health Professionals employed at Mater as at the date of operation of this Agreement:

Classification	Wages			
	First full pay period after 1 September 2025		First full pay period after 1 September 2026	
	Hourly	Per Annum	Hourly	Per Annum
Health Professional – Lvl 1.1	\$31.89	\$63,227.06	\$32.69	\$64,807.73
Health Professional – Lvl 1.2	\$32.82	\$65,081.24	\$33.64	\$66,708.27
Health Professional – Lvl 1.3	\$33.78	\$66,970.34	\$34.62	\$68,644.59
Health Professional – Lvl 1.4	\$34.74	\$68,883.53	\$35.61	\$70,605.62
Health Professional – Lvl 1.5	\$35.66	\$70,710.96	\$36.55	\$72,478.73
Health Professional – Lvl 1.6	\$36.54	\$72,446.89	\$37.45	\$74,258.06
Health Professional – Lvl 1.7	\$37.50	\$74,360.09	\$38.44	\$76,219.09
Health Professional – Lvl 2.1	\$38.61	\$76,558.18	\$39.58	\$78,472.14
Health Professional – Lvl 2.2	\$41.06	\$81,422.05	\$42.09	\$83,457.60
Health Professional – Lvl 2.3	\$43.01	\$85,278.27	\$44.08	\$87,410.23
Health Professional – Lvl 2.4	\$44.99	\$89,206.98	\$46.12	\$91,437.16
Health Professional – Lvl 2.5	\$47.69	\$94,567.94	\$48.89	\$96,932.14
Health Professional – Lvl 2.6	\$50.81	\$100,740.30	\$52.08	\$103,258.81
Health Professional – Lvl 2.7	\$52.07	\$103,234.11	\$53.37	\$105,814.97
Health Professional – Lvl 2.8	\$53.64	\$106,359.20	\$54.98	\$109,018.18

Health Professional – Lvl 3.0	\$41.06	\$81,422.05	\$42.09	\$83,457.60
Health Professional – Lvl 3.1	\$44.99	\$89,206.98	\$46.12	\$91,437.16
Health Professional – Lvl 3.2	\$47.69	\$94,567.94	\$48.89	\$96,932.14
Health Professional – Lvl 3.3	\$50.81	\$100,740.30	\$52.08	\$103,258.81
Health Professional – Lvl 3.4	\$52.78	\$104,647.57	\$54.10	\$107,263.76
Health Professional – Lvl 3.5	\$55.14	\$109,331.31	\$56.52	\$112,064.60
Health Professional – Lvl 3.6	\$57.50	\$114,009.75	\$58.94	\$116,859.99
Health Professional – Lvl 3.7	\$60.36	\$119,674.39	\$61.87	\$122,666.25
Health Professional – Lvl 3.8	\$62.24	\$123,417.67	\$63.80	\$126,503.11
Health Professional – Lvl 4.1	\$66.58	\$132,013.99	\$68.24	\$135,314.34
Health Professional – Lvl 4.2	\$67.97	\$134,768.40	\$69.67	\$138,137.61
Health Professional – Lvl 4.3	\$69.74	\$138,288.66	\$71.49	\$141,745.88
Health Professional – Lvl 4.4	\$71.64	\$142,056.04	\$73.43	\$145,607.44
Health Professional – Lvl 5.1	\$75.32	\$149,341.02	\$77.20	\$153,074.55
Health Professional – Lvl 5.2	\$78.59	\$155,827.89	\$80.56	\$159,723.58
Health Professional – Lvl 6.1	\$83.92	\$166,386.02	\$86.01	\$170,545.67
Health Professional – Lvl 6.2	\$86.86	\$172,233.24	\$89.04	\$176,539.07