

# Mater Maintenance Services Enterprise Agreement – Package Offer

## June 2026

Throughout the course of negotiations, Mater has given genuine consideration and provided responses to all Log of Claim items. Mater has listened to bargaining representatives and withdrawn a number of Mater claims.

Specifically, this offer provides:

- Wage increases totalling **8 per cent** over three years
- A commitment to **3 per cent** backpay to September 2025 (should we receive a successful vote).
- Introduction of a weekly Licensed Trade Allowance
- Increase in casual loading from 23 per cent to **25** per cent
- Dedicated Mater Maintenance Services Consultative Forum
- New section in the Agreement dedicated to Apprentices

The agreement provides fair and rewarding wages and conditions, while ensuring stability, certainty, momentum and equity.

The following outlines Mater’s package offer that you will vote on. Further information including a copy of the proposed agreement can be found at [mater.org.au/maintenanceea](http://mater.org.au/maintenanceea).

Claim	Mater Offer
Term of Agreement	The agreement is three (3) years with a nominal expiry date of <b>30 September 2028</b> .
Wages Offer	The wage increase offer consists of three wage increases including: <b>Year 1: 3.0%, Year 2: 2.5% and Year 3: 2.5%</b> .
Wages backpay	If this offer results in a majority yes vote at ballot, employees will receive wage increase backpay of <b>3.0%</b> to September 2025. Mater is committed to processing this payment as soon as possible following approval from Fair Work Commission. <i>As an example, this would equate to approximately \$2050 (less tax) for a full time Tradesperson on Level 4/5 pay point 6. This estimate does not include any overtime worked.</i>
Allowance Increases	The following allowances will increase by the same percentage as wage increases (Year 1: 3.0%, Year 2: 2.5% and Year 3: 2.5%). Allowance increases will be effective from the date the Agreement becomes operational and further indexed on 1 September of subsequent years. <ul style="list-style-type: none"> <li>• On Call Allowance</li> <li>• Meal Allowance</li> <li>• Laundry Allowance</li> <li>• Tool Allowance</li> </ul>

Claim	Mater Offer
	Testing and Tagging Allowance
Licensed Trade Allowance	The proposed agreement introduces a new weekly allowance of <b>\$7.60</b> for employees who are required to hold and maintain a statutory licence or registration in order to perform their duties. Licensed Trade Allowances will be payable to full time employees and pro rata for part time employees. Allowance will be further indexed by 2.5% in Year 2 and Year 3
Unpleasant Conditions Allowance	Mater has redrafted this clause to reflect unpleasant conditions expected in the hospital environment and provide greater clarity with regard to the application and entitlement of the allowance.
On Call and Recall Definitions	Mater has improved wording of on call and recall clauses to ensure employees are not participating in excessive on call and recall arrangements that could contribute to fatigue.
Remote Recall	Mater has amended clause for remote recall to specify a minimum of one (1) hour overtime for remote recall.
Casual Loading	Mater has increased casual loading from 23% to <b>25%</b> .
Casual Employee	Mater has updated casual definition to ensure alignment with the Fair Work Act.
Apprentices	Mater has included a section in the agreement that speaks to Mater's commitment to Apprentices and specifies details of their employment with Mater.
Consultative Forum	Mater will introduce a dedicated Mater Maintenance Services Consultative Forum. The main objective of the Forum is to foster a cooperative workplace culture.
Parental Leave	Mater has updated parental leave clauses to modernise terminology used in the clauses.
Purchase Leave	Mater has introduced a provision whereby an employee can purchase between one (1) and six (6) weeks of additional leave.
Accrued Days Off	Mater has amended the Accrued Days Off (ADO) clause to provide that where an employee banks an ADO, the ADO must be taken within three (3) months of accrual. Where an employee does not take the ADO within three (3) months of accrual, the employee will be paid for the ADO at the ordinary rate of pay.
Workplace Delegates Rights	Mater has included the model clause from the modern Award for Workplace Delegates Rights which improves delegates rights in the workplace.
Right to Disconnect	Mater has introduced a model Right to Disconnect clause from the modern Award.
Flexibility, Disputes, and Consultation Model Terms	Mater has included model terms for flexibility, dispute resolution and consultation which will provide employees with greater clarity.
Suspension without pay clause	Mater has introduced a clause allowing Mater to suspend employees without pay in very serious and specific circumstances.
Fatigue Leave and Payment	Mater has updated Fatigue Management Leave and Payment clauses to ensure greater clarity.
Removal of Contractor Management Clause	Mater has removed Contractor Management (Part 11) from the agreement. Contractor Management is governed outside of the Agreement.

**Claims withdrawn by Mater:**

Claim 7 – Review redundancy clauses

Claim 8 – Review Notice of termination of employment

Claim 12 – Review higher duties clauses

Claim 18 – Introduce make up / flexi time

Claim 20 – Amend Concessional Day clauses

Claim 23 – Review span of hours, shift definitions and loadings

Claim 24 – Review overtime provisions

Claim 30 – Remove time off in lieu when on call public holiday entitlement

Claim 36 – Separate Levels 4 & 5 work level statements

Claim 37 – Amend Level 6 (Tier 1 & 2) work level statements