

Mater Nursing and Midwifery Enterprise Agreement – Package Offer

14 April 2026

Throughout the course of negotiations, Mater has given genuine consideration and provided responses to all claims. In an attempt to progress negotiations, Mater has listened to bargaining representatives, improved its offer and withdrawn a number of Mater claims to formalise a final package offer that rewards our valued Nurses and Midwives.

Specifically, this offer provides:

- The same annual wage increases as Queensland Health
- A commitment to **3 per cent** backpay to July 2025 (should we receive a successful vote).
- Increasing Sunday penalty rates to **200 per cent**.
- And a range of other entitlements and allowances.

At the same time, we have also ensured the offer retains the same conditions in the one statewide agreement for all Mater Nurses and Midwives across Queensland.

We believe this is the fairest and most equitable approach, rather than a previous model of separate agreements for each region staff with different wages, allowances and entitlements.

Mater is committed to providing our Nurses and Midwives with fair wages and conditions that reflect the importance of their role across the state.

This offer does that - it provides fair and rewarding wages and conditions, while ensuring stability, certainty, momentum and equity.

The following outlines Mater's package offer that you will soon vote on.

Claim	Mater Offer
Term of Agreement	The agreement is four (4) years with a nominal expiry date of 30 June 2029 .
Wage Increase Offer	The wage increase offer consists of five wage increases including: 3.0 per cent (backdated to July 2025 should we receive a successful vote) 2.5 per cent in July 2026 2.5 per cent in July 2027 plus an additional 3.0 per cent in December 2027 2.5 per cent in December 2028 TOTAL: 13.5% wage increase
Wages Backpay	If this offer results in a majority yes vote at ballot, employees will receive wage increase backpay of 3% to July 2025. Mater is committed to processing this payment asap following a successful ballot. <i>As an example, this would equate to approx. \$2500 (less tax) for a full time Registered Nurse on Level 1, pay point 8.</i>

Sunday Penalty Rates	Sunday penalty rates will increase from 175% to 200% effective from the first full pay period after 1 July 2028.
Qualification Allowance Dual Degrees	An employee who holds a relevant second degree and who uses this additional degree in the course of their work will be eligible to apply for qualification allowance. The Allowance will be calculated based on 2.0% of the pay point for a Registered Nurse Level 1 pay point 8. <i>For example, a Mater Midwife who holds an undergraduate degree in both Nursing and Midwifery and works with both surgical and post-natal patients would be eligible to apply for qualification allowance. A Mater Nurse who holds both qualifications but does not work in a maternity unit would not be entitled to the allowance.</i>
Minimum payment for cancelled casual shifts	Mater will improve provisions for casual employees in situations where a shift is cancelled prior to commencing. A payment of one (1) hour will be provided to casuals for any occasion where a shift is cancelled within one (1) hour or less of the proposed commencement shift start time.
Allowance Increases	The following allowances will increase by the following amounts: 3.0 per cent on the date the agreement becomes operational plus further increases of: 2.5 per cent in July 2027 and 2.5 per cent in July 2028. The allowances are: <ul style="list-style-type: none"> · Mental Health Environment allowance · After Hours Manager allowance · Senior AIN (CCSD and SPD) allowance · Registered Nurse / Registered Midwife In Charge allowance · X-ray and Radium (10 hrs or less) allowance · X-ray and Radium (more than 10 hours) allowance
Increase to On Call Allowances	A significant increase to On Call Allowance as per the following: <ul style="list-style-type: none"> · 13.7 per cent effective from the date the agreement becomes operational (\$35.02 M-F and \$64.06 S-S, RDO, PH) This will be further increased by: <ul style="list-style-type: none"> · 2.5 per cent in July 2027 and · 2.5 per cent in July 2028.
Meal Allowance	Mater will increase Meal Allowance to \$16.62 and apply further increases of: <ul style="list-style-type: none"> · 2.5 per cent in July 2027 and · 2.5 per cent in July 2028.
In charge allowance Registered Nurse / Registered Midwife	Mater has made amendments to clause 4.4 (Registered Nurse Registered Midwife In Charge Allowance) to provide greater clarity as to when the allowance is applicable.
Laundry Allowance	As a result of Mater now providing uniforms to Nurses and Midwives, the Uniform / Laundry Allowance has been amended to reflect current practice. Mater will provide a specific allowance of \$3.22 per week for laundering of uniforms for full time employees, pro-rata for part-time. This allowance will increase by: <ul style="list-style-type: none"> - 2.5 per cent in July 2027 and - 2.5 per cent in July 2028.
Uniforms	Mater has amended the uniform clause to reflect Mater's practice of supplying uniforms. The current allowance has been amended on this basis.

Additional Annual Leave for On Call	<p>Subject to the significant increase to On Call Allowance that will benefit a majority of Nurses and Midwives who participate in On Call, the eligibility criteria for the additional one (1) week of leave has been amended.</p> <p>Effective from 1 January 2027 the eligibility criteria for the additional week of annual leave will be a requirement to:</p> <ul style="list-style-type: none"> · be On Call for 45 or more occasions OR · perform 20 recall shifts <p>The annual leave entitlement will be pro rata for part-time employees based on their contracted hours.</p> <p><i>For clarity, to be eligible for an additional week of annual leave; an employee will be required to meet the above criteria over a 12-month period commencing 1 January each year.</i></p>
On Call and Recall Definitions	<p>Mater has amended wording for On Call and Recall clauses to ensure employees are not participating in excessive On Call / Recall arrangements that could contribute to fatigue.</p> <p>Amendments will provide greater clarity and prevent ambiguity between an employee being asked to stay back after a shift and work overtime versus being called back as part of recall when on call, versus being called in for overtime when not on call.</p>
Fatigue Leave	<p>Amendment to fatigue leave provisions. If an employee is recalled to site for a for a period of less than two (2) hours (including travel time), and the recall commences between the hours of 23:00 and 04:00, employee 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.</p>
Rostering Flexibility	<p>Mater has included an additional clause to 5.6 (Rosters), to allow for employees to apply for alternative roosting arrangements that will assist with greater flexibility and work life balance.</p>
Twelve Hour Shifts	<p>Mater has included an additional clause to clause 5.2 (Twelve Hour Shifts), to allow employees to apply for alternative roosting arrangements that will assist with greater flexibility and work life balance.</p>
Availability of Rosters	<p>Mater has amended clause to 5.6 (Rosters), to reflect current contemporary practice regarding visibility of rosters.</p>
Parental Leave	<p>Mater has updated parental leave clause to modernise terminology for parental leave entitlement.</p>
Pandemic Leave	<p>Mater has removed pandemic leave clause from the Agreement. Mater will continue to apply conditions and entitlement to Pandemic Leave in accordance with Mater's Leave Policy.</p>
Suspension without pay clause	<p>Mater has introduced a suspension without pay clause to be utilised in exceptional circumstances such as incarceration where an employee cannot perform their role.</p>
National Employment Standards	<p>Mater has updated the Agreement to ensure compliance with National Employment Standards (NES).</p>
Generic Level Statements	<p>Generic Level Statements have been amended to ensure positions are more accurately classified in accordance with the classification criteria and remove any provisions not directly describing the classification (for example limits on use of USINs / USIMs).</p>
Research Work	<p>Mater has amended Generic Level Statements to allow for Assistant in Nursing, Enrolled Nurse and Level 1 Registered Nurses.</p>
Quality and Safety Associates & Managers	<p>Mater has updated Generic Level Statements to include Quality and Safety Associates and Managers.</p>
Delegates Rights	<p>Mater has adopted the model Workplace Delegates Rights clause from the Nurses Award 2020 that improves delegates rights in the workplace.</p>

Right to Disconnect	Mater has adopted the Right to Disconnect clause from the Nurses Award 2020 that improves an employee's separation between work and non-work time.
Flexibility, Disputes, and Consultation Model Terms	Mater has adopted the model terms for flexibility, dispute resolution and consultation which will provide employees with greater clarity.
Part Time Additional Hours	Mater has updated this clause to provide greater clarity in relation to the payment for additional hours worked for part time employees.
Consultative Committee (State)	Mater has removed the clause referencing a state-wide consultative committee and improved provisions under the local level committee clause to ensure all matters are discussed and consulted at the local level forums.
Graduate Programs Schedule	Mater has removed Schedule Three of the agreement noting clause 10.7 adequately provides information relating to graduates and the graduate program. The schedule is a duplication and is not required.
Mater Hospitals / Facilities	Mater has removed Schedule Four as it is subject to change during the life of the Agreement and has no relevance to coverage.
Relationship with other Instruments	Mater has updated this clause to remove reference to any old or expired instruments or enterprise agreements that are no longer applicable to the operation of this Agreement.
Update coverage clause	Mater has updated the coverage clause to accurately reflect who will be covered by the Agreement – <i>'employees covered by the classifications listed within the Agreement'</i> who would otherwise be covered by the Nurses Award 2020.
Staffing Level and Workload Review	Mater has removed the staffing level and workload review clause as it referred to a commitment applicable to the previous Agreement that has since been undertaken and completed. This is not relevant to the new Agreement.