



Australian Government

Department of Infrastructure, Transport,  
Regional Development, Communications, Sport and the Arts

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## Community Bulletin

INDIAN OCEAN TERRITORIES

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**Number:** D05/26

**Date:** 24 April 2026

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**Relevant:** Indian Ocean Territories residents

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**Topic:** Protected industrial action from 27 April 2026 to 4 May 2026

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The community is advised that Australian Nursing and Midwifery Federation (ANMF) members employed by the Indian Ocean Territories Administration (IOTA) on Christmas Island and the Cocos (Keeling) Islands have recently voted to take protected industrial action **from 27 April 2026 to 4 May 2026**, as part of ongoing bargaining negotiations for a new enterprise agreement.

The union has notified that during this time members will not complete routine health checks and immunisations including:

- routine chronic disease and well person health checks
- corporate employee pre-employment health checks
- recreational diving medicals
- routine immunisations, including travel vaccinations

They will also not undertake non-nursing duties such as clinical stock ordering.

During the period of protected industrial action, there may be some disruption to usual services. However, the continuity of essential health and community services, and community safety and wellbeing, remains the priority. The department is working to minimise disruption and ensure that urgent or emergency needs continue to be met. Please note, doctors are not participants in this action.

We are working with the ANMF to minimise interruptions to critical services to the community.

We recognise the right of staff to choose whether to participate in protected industrial action and respect the right of staff to express their voice. The department is ready to continue bargaining in good faith and is in the final stages of finalising proposals to address key concerns raised by our nurses so a new agreement on pay and conditions for registered nurses can be progressed to a vote.

We thank the Christmas Island and Cocos Islands communities for their understanding and patience during this period and will keep you updated with further information as needed.

**Adam Stankevicius, Assistant Secretary, Indian Ocean Territories Branch**

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