



Community Bulletin

INDIAN OCEAN TERRITORIES

Number: D08/26**Date:** 22 June 2026**Relevant:** Indian Ocean Territories residents**Topic:** IOT Registered Nurses enterprise agreement

The Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts (the department) advises the community that the ballot on the proposed Registered Nurses enterprise agreement has concluded.

The ballot was conducted by IR Balloting, an independent provider engaged to ensure a transparent and secure voting process. Voting was open to eligible participants from 19 to 22 June.

We are pleased to confirm that **a majority of eligible employees voted in favour of the proposed agreement.**

The proposed agreement includes pay increases and new and improved leave and allowance provisions, as well as a modernised enterprise agreement, classification and pay structure with rates reflecting the valuable work undertaken by registered nurses in the IOT and which will provide significant benefits to registered nurses and their families living and working on Christmas Island and the Cocos (Keeling) Islands.

The proposed agreement forms part of the department's commitment to fair and contemporary employment arrangements, supporting Registered Nurses delivering essential health services across the Indian Ocean Territories.

The department will now progress the next steps required under the Fair Work Act, including lodging the agreement with the Fair Work Commission for formal approval. The agreement will commence seven days after approval by the Commission.

The department thanks all IOT Registered Nurses for their participation in the process and acknowledges their vital work in supporting the health and wellbeing of our Indian Ocean Territories communities.