QUEENSLAND INDUSTRIAL RELATIONS COMMISSION

Matter No: WHS/2026/311

Form 73A – Notice of WHS dispute

INDUSTRIAL REGISTRAR
26 NOV 2026
QUEENSLAND

Work Health and Safety Act 2011, s 102B

Information

- Use this form to notify of a WHS dispute.
- Once filed, this notice must be **immediately** served on all other parties to the dispute.
- **This Notice will be published on the QIRC website pursuant to s 102B(3) of the *Work Health and Safety Act 2011*.**
- If a relevant union for a worker affected by the WHS matter not already named as a party wish to participate in the resolution of the dispute, they may notify the Industrial Registrar in writing.
- Please read this form carefully and complete all relevant sections.
- Documents which are longer than 30 pages in length must be provided to the Industrial Registry in hard copy before it will be accepted for filing.
- For further information on please refer to the website www.qirc.qld.gov.au or contact the Industrial Registry on 1300 592 987 or via email at qirc.registry@qirc.qld.gov.au.

Notification

Notice is hereby given of a dispute in accordance with s 102B of the *Work Health and Safety Act 2011*.

Has a *Form 74 – Application for WHS review* been filed in relation to the matter/s in dispute? ☑ No ☐ Yes [Matter No. WHS/____/____]

Notifier	Australian Nursing and Midwifery Federation (Queensland Branch)

AND

Respondent	Regis Aged Care Pty Ltd

If there are more parties to the WHS dispute, please complete a **Form 1 – Parties List** and file it together with this form.

1. Particulars of the party notifying of the dispute

Name:	Australian Nursing and Midwifery Federation (Queensland Branch)		
Postal/Service address:	106 Victoria Street		
	Suburb/Town West End	Postcode 4101	
Phone number:	0466 864 015	**Mobile number:**	
Email address:	dseage@qnmu.org.au		
Name of contact person:	Dan Seage		
Direct phone number:		**Mobile number:**	
Direct email address:			

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2. Particulars of the other party to the dispute			
Name:	Regis Aged Care Pty Ltd		
Postal/Service address:	109 George Street		
	Suburb/Town Kippa Ring		Postcode 4021
Phone number:	07 3283 1355	**Mobile number:**	0466 398 685
Email address:	lodgesgm@regis.com.au		
Name of contact person:	Qi Zhang		
Direct phone number:	07 3283 1355	**Mobile number:**	0466 398 685
Direct email address:	lodgesgm@regis.com.au		

3. Workplace where dispute exists
Regis Lodges on George

4. WHS matter subject of the dispute	
This dispute (as defined in s 102A of the *Work Health and Safety Act 2011*) is in relation to: [Please pick one or more of the options below]	
☐	A work group determination matter.
☐	A work group variation matter.
☐	Access to information by a health and safety representative under s 70(1)(c) of the Act.
☐	The giving of a notice or information to a health and safety representative under s 70(1)(cb) or (cc) of the Act.
☐	A request by a health and safety representative for a person assisting the representative to have access to the workplace under s 70(1)(g) of the Act.
☐	A matter mentioned in s 72(2)(aa), (a) or (b), or s 72(4)(a), (b) or (c) of the Act relating to training for a health and safety representative.
☐	A health and safety committee matter.
☑	A matter about work health and safety that is an issue to which Part 5, Division 5 (Issue Resolution) of the Act applies.
☐	An issue about cessation of work under Part 5, Division 6 (Right to cease or direct cessation of unsafe work) of the Act.
Does this dispute relate to any of the following decisions made by an Inspector?	
☐	s 54(5) – Negotiations regarding an agreement
☐	s 76(6B) – Regarding a health and safety committee

5. Compliance powers		
Has an inspector been appointed to assist the parties reach an agreement or resolve the dispute?	☑ Yes	☐ No
If yes, was a decision made by an inspector to exercise, or not to exercise, compliance powers under Part 10 of the Act subject to review under Part 12 of the Act?	☐ Yes	☑ No

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6. Issues in dispute

Please outline the issues in dispute between the parties:
[Please note that any details you provide will be published as part of this Notice]

Please attach a schedule if more room required

Orders Sought

The Australian Nursing and Midwifery Federation (ANMF) seeks an order pursuant to Section 61 of the *Work Health and Safety Act 2011* ('the Act') and Regulation 19 of the *Work Health and Safety Regulation 2011* ('the Regulation') that the Respondent, being the person conducting the business or undertaking, conduct the election of work Health and Safety Representatives for the relevant work groups within Regis Lodges on George in accordance with the procedures prescribed by Regulation 18 of the Regulation to be completed by no later than 11 December 2026.

The ANMF further seeks a declaration that the Respondent has contravened Regulation 19 of the Regulation, in that the respondent has unreasonably delayed the election of a Health and Safety Representative.

BACKGROUND

On 19th August 2026 a worker carrying out work for the Respondent asked the Respondent to facilitate an election of one or more Health and Safety Representatives in accordance with section 50 of the Act.

The Applicant has been engaged in ongoing discussions with the Respondent since 1st September 2026 regarding the conducting of an election for Health and Safety Representatives. During these discussions the Respondent has repeatedly failed to meet their own stated time-frames with respect to progressing the election of Health and Safety Representatives constitutes an unreasonable delay of an election.

On 13 October 2026 the Applicant referred the matter to Work Health and Safety Queensland for inspector assistance (Reference EVC-17115) who assisted in the formation of Working Groups.

On 20 October the Applicant provided formal notice to the Respondent of concerns regarding the delays in the election. No satisfactory response was received.

As of 24th November 2026, no election has yet been held for health and safety representatives at the workplace and the matter remains unresolved.

7. Briefly state the relevant industrial instrument/s affected (e.g. award, agreement, determination) OR the industry in which the dispute arose and/or type of work being undertaken by those in dispute

Regis Aged Care Registered Nurses, Enrolled Nurses and Assistants in Nursing Queensland Agreement 2022

8. Signature of the party notifying of the WHS dispute

Signature:	[redacted]
Name:	Sarah Beaman
Position/Capacity:	Secretary
Date:	26/11/2026

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