



2025 Impact Report

Supporting Frontline Australian Workers

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TPAA provides amazing professional service and support. They are here to fight and do what's right for all their members. They have no political alignment, so fees are used to provide outstanding services to their members and not a party, making them more affordable, yet still providing amazing professional friendly service. They gave us a voice and supported us through uncertain times. Very impressed by their integrity, honesty and clear communication to their members. Been with them since 2020 and will never go back to my old one.

-Abrielle Chilver

2025 has been another year of strong growth for Red Union.

We now represent over 24,000 members across Australia and New Zealand, and have supported over 2,800 people with workplace challenges.

To deliver on our promise of being Australia's most contactable union, our phone-lines now operate 24/7, because we know that members often need support after hours. This year we also launched Red Tax to provide affordable tax returns for members.

A major highlight this year was giving away a new car to one of our members through our loyalty program. Our members change lives everyday, this was our chance to change a members life. It's great to see our revamped referral program implemented, offering members \$100 off their membership for them and their referred friend, plus extra entries into the car program. This has led to a huge uplift in referrals this year and we continue to see this space growing.

Our Campaign and EBA Team have had huge wins defending and fighting for members this year, uncovering and bringing to light many stories and workplace concerns that otherwise had gone unheard.

I am immensely proud of our team and the support they have been able to offer members – especially our Member Support and Case Team. As you read through the following pages you will get a deeper understanding of what their dedication means to many Australians who needed us this year.

For twelve years, Red Union has given Australian workers a real choice in workplace representation. Knowing we can provide a much better service than the traditional monopoly unions, at a more affordable price bears us a deep responsibility to our fellow Australians to continue fighting for legislative reform to even the playing field and amplify our impact.

Red Union today exists because of the hard work, dedication and belief of a number of people – our members, team and those who have supported the movement. This report has been put together not to celebrate numbers, but to reflect honestly on our team's extraordinary efforts and the tangible impact it has had on real people.

We thank all of our members for trusting us. Every person who joins Red Union strengthens this movement and makes real change possible. This work is for you, and because of you. A special thank you to everyone who provided feedback to us, especially through Google reviews, and for the beautiful messages of thanks we receive every day – your kind words fuel our team.

As Australia's fastest-growing union, we are just getting started. 2026 will see the introduction of even more initiatives to better support members. We'll be launching targeted support for graduates finding and transitioning into work, new technology to make accessing services and professional development easier than ever, and expand our loyalty program to provide more life-changing member experiences.

I hope you enjoy the stories and outcomes that reflect our impact in 2025. Behind every number is a person, and their experience matters. We continue to defend the individual and champion the hardworking Australians who are the backbone of this great country.



With gratitude,

Jack McGuire
Managing Director

Our members, Our why

“

“My work is personal. And it's great to see the support is too.”

– Janine McMahon



NPAA has been absolutely outstanding in their support. Every time I've reached out, they've been professional, understanding, and quick to respond. From my very first call, I felt listened to and reassured, and their case management has been second to none. They guided me through situations that would have been overwhelming on my own, always making sure I felt supported and informed. Their knowledge, professionalism, and genuine care for their members is evident in everything they do. I am truly grateful for the assistance I've received and highly recommend NPAA to anyone looking for a union that truly stands by their members.

– Stacie Bakshi

TPAA helped me when the other unions turned their backs on me, I have found them to be very professional, prompt, helpful and always going above and beyond, TPAA reply within 24hour, they also follow up after a consultation and I am happy that I changed unions and thank you TPAA for everything you do.

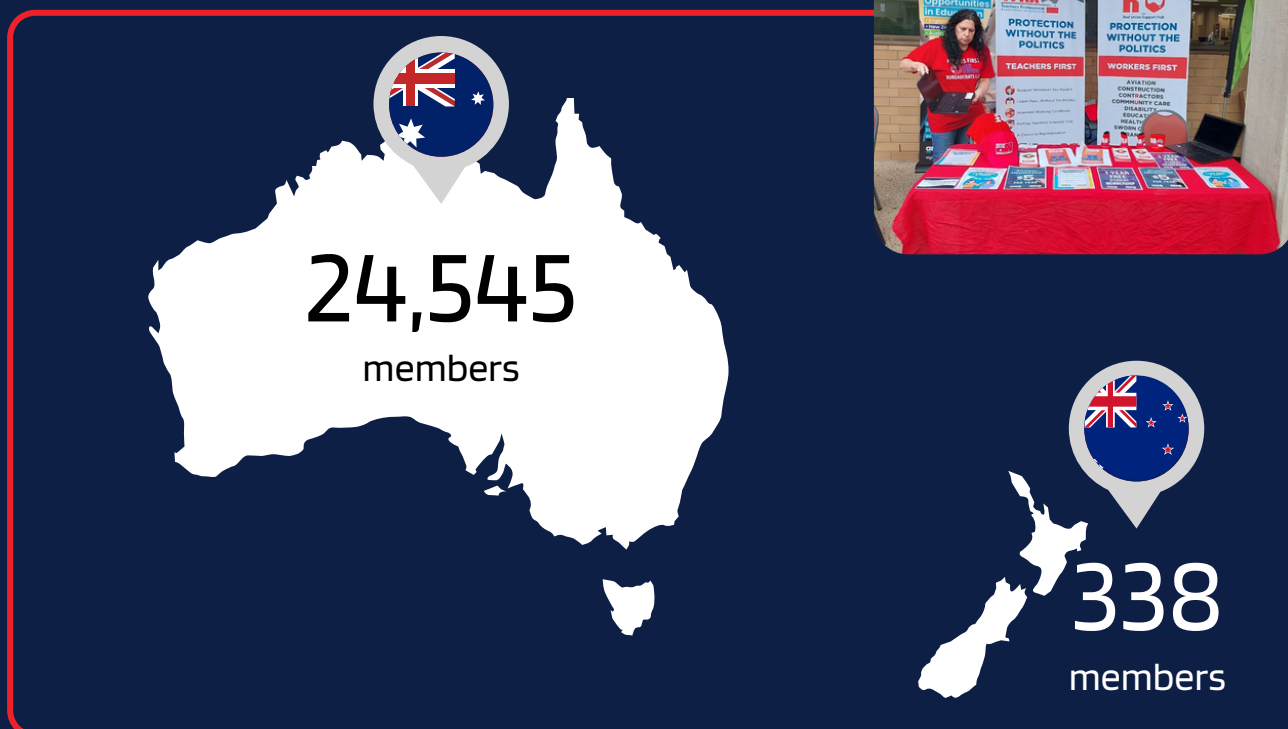
– Tracey Love



SOPAA (Sworn Officers Professional Association of Australia) has been an invaluable support throughout my journey. From guiding me through a disciplinary meeting to teaching me how to represent and defend myself, their assistance has been unwavering. During the fair work process and work's compensation claim, they provided expert guidance, ensuring I knew my rights and options. Thanks to SOPAA, I always felt like I had someone firmly supporting me in the face of challenging situations my ex-employer created. Their dedication and advocacy have been truly exceptional, and I am immensely grateful for their services.

– Hamid Mirlohi

Strength in numbers



Being a member of another union since I was 20 years old (that's 32 years!) I never got the dedication and support that this union has given me in only 12 months. I am really happy with MY new union. – Carolyn

Fighting for you

39

EBA's bargained in

"A union with its members genuinely at the heart of everything it does. Excellent and trusted communication throughout the bargaining process."

– Kim Irvine

I wanted to express my sincere gratitude for the support you provided in liaising with our company regarding my pay rate. Thank you for negotiating on my behalf and for keeping me updated throughout the process – your communication was excellent.

I'm pleased to share that I've received my pay rise along with back pay, which has truly made this Christmas even better!

– Kilisitina Gafa

The most significant positive impact of TPAA's involvement in the EBA has been the opportunity to provide direct, detailed feedback from a teacher's perspective, which is crucial in this David and Goliath battle we are facing here in Victoria. You and Edward's instrumental role in elevating members' voices, especially around crucial issues like Time in Lieu (TIL) acquittal following overnight school camps, has been incredibly valued. TPAA's platform ensured my real-world concerns about fatigue management were heard, allowing me to propose a practical alternative solution – the 'Mutual Agreement and Flexible Acquittal' model – which is a huge step toward an agreement that genuinely respects the teaching profession.

– Spiros Zarkos

Australia's most contactable professional association

 **25,130**
Phone calls answered

 **7,295**
Welcome calls made

 **3,753**
Hours on the phone

 **11 secs**
Average call answer time

 **24/7**
Phoneline

 **2**
Office locations across Australia

 **9,405**
Emails answered

"Feel welcome from day 1. Speak to a person when you call. Amazing follow up from the team when you join. They care, and listen to you." - **Linda Burton**

"I appreciate the NPAA as I feel connected to this union. They take the time to reach out and personally message or call me occasionally to ask if I have any concerns. Although I hope to not ever need them, I like to feel supported. Thank you NPAA."
- **Kerri-Ann Seretis**



Team Locations



IN THE MEDIA

74

Media
mentions



NOTABLE MEDIA STORIES THROUGHOUT THE YEAR

NPAA – Newscorp Papers: Secret

Slave Trade caring for Elderly

NPAA – Herald Sun: Victorian nurses demand end to fast-track care for Indigenous patients

NPAA – Spectator: Queensland's hospital system is on the brink

TPAA – Courier Mail: Union Slap-down sparks call for union choices for Queensland

TPAA – 4BC with Video: Education Crisis + Teacher Strikes

TPAA – 2Worlds Collide Podcast: Battle for the Truth in Education



TECH OUTAGE CRIPPLES HOSPITAL



Emerging Red Union pushing for 43 per cent pay rise for Vic teachers

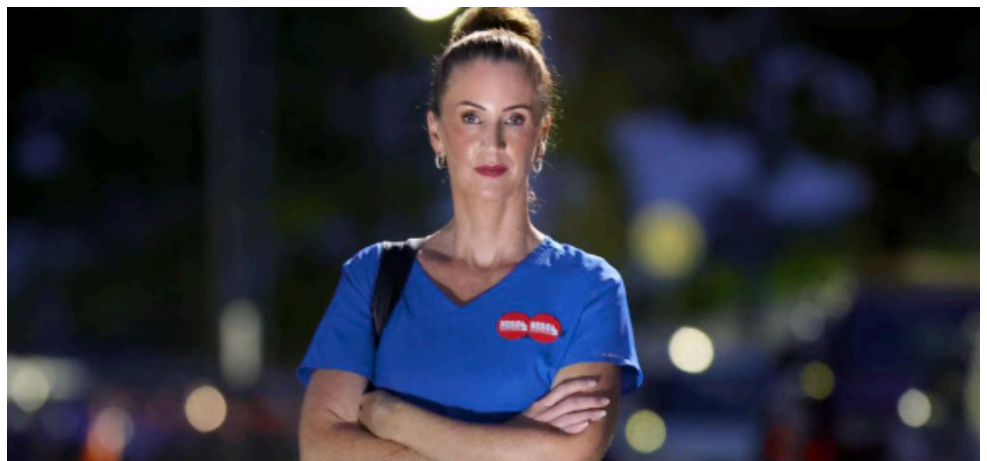
By EducationHQ News Team
Published September 17, 2025

TPAA – CPAC Speech: Education, Unionism, and Australia

TPAA – Education HQ Article: Push for 43% Pay Rise

TPAA – Spectator Article: Teachers demand end to gender ideology

TPAA – TV Interview with Campbell Newman: Education System Reform + Competitive Unionism



'SOMEONE WILL DIE': NURSES' SHOCK SEDATION AND DATA MANIPULATION CLAIMS

Explosive claims of a "dangerous and unethical" cover-up at major Queensland hospitals have rocked the state's health system.

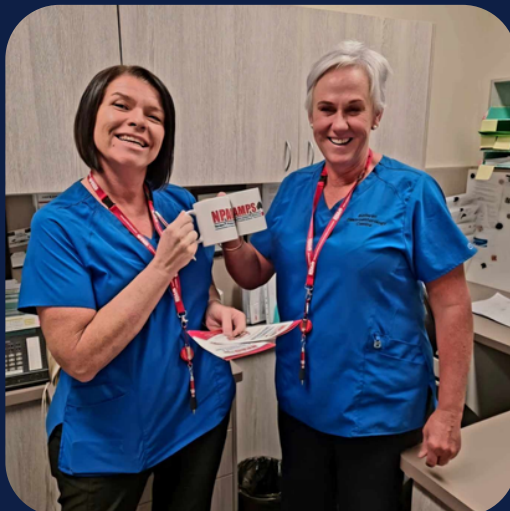


NPAA – Courier Mail: 'Someone will die': Nurses' shock sedation and data manipulation claims

NPAA – Courier Mail: Kerrisdale Gardens nurses speak out on conditions, staffing at aged care home

A *trustworthy* UNION.
THEY REALLY LISTEN TO
YOUR ENQUIRIES AND
REALLY HELP.
I can count on them.
THEY HAVE ASSISTED ME
IN *difficult times.*

ELIZABETH M



CAMPAIGN WINS

MAJOR VICTORY

Historic Bargaining Efforts in Victoria, ACT

For the first time in recent history, teachers have a genuine choice in who represents them at the bargaining table. In Victoria and the ACT, public school teachers have a new voice, with the TPAA sitting at the bargaining table for the first time. We've fought hard to change the same old narrative of "more funding" and the haggling over a pay rise that won't even keep up with inflation. Our transformational Go Local campaign has ruffled feathers in the AEU and government departments – and will deliver genuine reform to the education system. Former AEU President Glenn Fowler has joined the TPAA to head up our bargaining efforts in Canberra, showing just how far the mainstream unions have strayed from their original purpose.



AHPRA Portal reform

When our members and others told us about the issues with the new AHPRA registration portal we took steps to put sustained pressure on AHPRA who committed to urgent reforms.

Unsafe conditions corrected at Kerrisdale Gardens

At Kerrisdale Gardens, member reports of unsafe conditions prompted swift NPAA action, resulting in management addressing the issues raised. Staff expressed genuine relief and gratitude for the changes, and said they felt like they were listened to.



Staff carparking safety conditions improved

Our work in Cairns and Ipswich secured improved staff parking and enhanced safety measures through partnership with the council and improved shuttle services.

Cessation of pressure to falsify data

In Gladstone, NPAA intervention halted executive pressure to falsify data. Ongoing action is exposing the lies and cover up from QHealth and a formal complaint is underway.



Slavery in Aged Care

Nationally, our campaign to expose modern slavery risks within the aged care workforce including potential human trafficking, has brought critical attention to an overlooked issue.

Gender Ideology in Schools Sparks National Headlines

Following an influx of member-reported incidents of transgender ideology in Australian schools, the TPAA took initiative to dig deeper on a growing issue. Now at the forefront of media headlines, the Victorian Government's policy of secrecy and sidelining parents has sparked alarm across the country about the safety of children being pushed down the road of transgender surgery/identity. TPAA members are overwhelmingly against this ideology being in schools, with 91% of our teachers making it clear they do not support this being forced onto children. Pressure is now growing on governments and unions that continue to lead innocent children down the dark path of gender confusion.



With members in times of need



Love NPAQ. Someone actually answers your call. When they say they will pass on to expert for that question, they do. Fast response to my question. Have had to avail myself of their support in the past to sort an issue. Felt very supported and the consultant followed up post resolution to "check in on me". Didn't feel like a number and "ticket, done, move on to next problem".

- Tracey McWhinnie

I recently joined, and I am already impressed by the support and guidance I've received. After being a member of a previous union, I can confidently say that the advice I've received from here has been far more insightful and practical. The team is genuinely attentive to my concerns and provides clear, actionable solutions that I didn't get from my former union. It's reassuring to know that I'm now part of a union that truly has my back and values my professional growth. I'm looking forward to being part of this community and benefiting from their expertise. Highly recommend!

- Pheobe Mae

Finally, after 30 years of public service teaching, I feel supported by a union for workplace disputes. Red Union support me - not Education Qld; not the Principal - me. The staff are very reliable and follow up on matters raised with them.

- Nelly Plum-tree



I was very happy to find AMPS, and it was by accident or providence if you will. To be part of a group/think of like-minded Health professionals is vitally important for one's identity and self-worth. And to know that you are supported by them is invigorating, because it spurs you on in whatever circumstance you may find yourself.

Ms Kara welcomed me today and asked about my situation with concern, understanding and assurance. It gave me feeling of inclusivity, and all the more special coming from your peers. It may have been courtesy although for me personally it really was a tangible feeling of hope. Thank you sincerely.

- Raymond Sen



Looking after members



\$1,054,209.98

dollars won for members



2871

members helped



50.2

days average time to resolution



119

AHPRA / Health
Regulator cases
assisted



564

Cases assisted where
employment was
threatened



\$11,146,604.90

members collectively saved in union membership fees this year because of our 30% price beat guarantee*

Red Tax Services

190

Tax returns completed

80% savings

Members who completed a tax return with Red Tax saved on average 80% from their last accountants bill

* Based on an average saving of 30% on unions fees per annum. 30% price beat guarantee promises all members that they will save 30% per annum on their union fees in comparison to any competitor based on annual membership



Katia's Story

I cannot express enough gratitude for the Teachers' Union TPAA. Their unwavering support and dedication to educators like myself have made an immeasurable difference in my professional life. From providing invaluable resources to advocating tirelessly for our rights and well-being, TPAA truly embodies the spirit of solidarity and empowerment.

One of the most remarkable aspects of TPAA is their commitment to fostering a sense of community among teachers. Through regular meetings and networking events, they create opportunities for us to connect, share experiences, and learn from one another. This sense of camaraderie not only enhances our professional development but also strengthens our collective voice in advocating for positive change within the education system.

Moreover, TPAA's advocacy efforts have had a profound impact on shaping policies and practices that directly affect teachers and students alike. Whether it's lobbying for better working conditions or fair compensation, or improved resources, TPAA consistently champions our interests with unwavering determination.

In times of uncertainty or adversity, knowing that TPAA stands firmly behind us provides a sense of reassurance and empowerment. Their proactive approach to addressing challenges and finding solutions reflects their genuine commitment to supporting teachers every step of the way. In summary, the Teachers' Union TPAA is more than just a professional organisation; it's a lifeline for educators. I am immensely grateful for their unwavering support, advocacy, and solidarity, and I wholeheartedly recommend TPAA to any teacher looking to make a positive impact and thrive in their career.

KATIA VARDAKIS

Surprising Bernie with a Mazda CX-5

This year, we had the wonderful opportunity to surprise one of our members with a brand new red Mazda CX-5 as part of the Red Union Loyalty Program.

This program is our way to recognise and reward our amazing members. Members get 10 entries for every month they are a member and an extra 200 entries for each friend they refer. The lucky winner this year was Bernie, a deserving nurse in Queensland.



"Bernie is one of our incredible NPAA nurse members. This is really exciting thing because this is the first for any union anywhere in the world"

- Eden Trezise

From Bernie:

"It was a good year this year, or good week this week."

Since I've joined TPAA, I feel supported! TPAA is a group of enthusiastic teachers who know what it is to be a teacher. When I was experiencing difficulties at work, their support has been outstanding.

It meant the world to me to feel someone was caring and backing me up. And for small matters, they are always diligent into responding to emails. Thank you so much TPAA!

R A C H E L W A C H

I am a proud member of NPAN. It is definitely cheaper than other associations. Things that I like about their onboarding process, ambassador program, referral program, and several other benefits. They do look after their members and heard their voices. I got updates and newsletters on regular basis. Proud to be a part of this associations. I have referred few of colleagues and they have similar experiences.

Thank you NPAN.

M A H E S H W A R T H A K E R

Webinars



13 Webinars



2,663 registrants



6 TPAA webinars

Covering topics like ADHD in Education, Parent Teacher Relationships, managing conflict in schools, Individual Education plans, and Australian Teachers and the law



7 NPAA webinars

Covering topics like how to manage burnout, what to expect in your grad year and how to navigate challenges, and how to ace your grad interview



"Some wonderful insights and encouragement from the Nursing The Nurse webinar today. Something I needed a few years back but still will benefit greatly now. Comforting to know this will benefit others before reaching complete burnout and potentially save relationships and families in the process. The beginning of a new era. Thank you."

- **Anna Lewis**

"Very detailed information with full explanation of the reasons why strategies should be implemented. Lots of valuable strategies that can be implemented immediately. Good information about working with colleagues with ADHD"

- **Carole Upton**

Just participated in an informative zoom presentation. Nursing the nurse- self-care is vital for nurses to give their best to all those they care for- but we cannot give when the tank is empty. Thanks for such enthusiasm and passion in bring us so much valuable content and providing an ongoing support network in the new app. Definitely recommend to nurse, old and new.

- **Fiona Rumble**

Nurse Graduate Focus

Helping new graduate nurses transition into work seamlessly



6

Webinars held

573

Graduates or Students
registered

Feedback

"This was my very first webinar with NPAA and I found it extremely insightful hearing all the nurses experiences and advice. I will definitely be attending the next one, and the next one, and the next one after that!"

"Very informative! I took 5 pages of notes and it will assist me in my application. I can't thank the team enough."

"Thank you so much for having this webinar! It was so useful listening to other registered nurses' experiences of searching for new grad positions and the ordeals they have had to go through. The stories were especially touching and I think it is amazing to have the opportunity to receive insight or advice from everybody in the webinar."

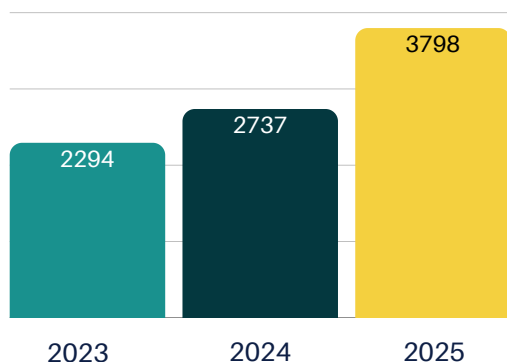
I became a member as a student nurse, and was invited to the graduate webinar. This incredible event gave me the necessary tools to complete my graduate application with confidence. I learned the most valuable information to include in my cover letter and resume, and how to align my own values with those of potential employers. I ended up landing my first preference for my grad year, and attribute the quality of the information in my application to be the main reason. Thank you NPAQ and to the nurses that presented during the webinar. One happy RN!

Red Academy Professional Development

2025 saw big change for Nurses and Midwives Academy and Teacher Academy with the launch of the brand new platform. The platform will make CPD and PD easier for nurses, midwives and teachers.

Our commitment: To have the fastest growing content library in the country.

Platform Users



97

Courses

Course Enrolments

738

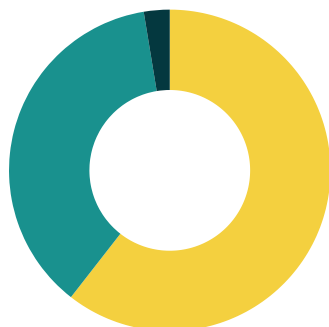
How do learners access content?



2.5%



37%



60.5%

Average course rating



4.7 Stars

Hours of CPD Completed

555 hours 18 minutes

Most Popular Courses

Nurses

- Wound Care Basics
- Handover in Health care

Teachers

- Using AI to create a unit of work
- Supporting Students Literacy (Early Years)



Future Focus



Members App Launch

Members App

A new member's portal will make us more accessible to members, ensuring they can solve problems quicker while also having the support of our member support team if required.



Red Academy App

Red Academy App

Nurses, Midwives and Teachers will be able to easily access Nurses and Midwives Academy and Teacher Academy in our upcoming CPD app to be launched early next year. With audit ready reports, mobile-friendly courses and the countries fastest growing library of professional development courses and activities, completing CPD and PD will be easier than ever.



Graduate Nurse Portal

Graduate Nurse portal

2026 will see the launch of our platform to help new graduate nurses partner grads connect with grad friendly jobs and access resources to help them as they start their nursing career.



More member loyalty benefits

More member benefits

In 2026, the Red Union loyalty program will see huge expansion. Members can expect to see more rewards for their tenure and for referring friends to any of the Red Union organisations. Its our way of saying thanks and having a chance to change a life of people who change lives every day.

Impact Report 2025



RED UNION SUPPORT HUB

www.redunion.com.au

