



## ANMF EA UPDATE 1

### Menarock The Gardens

Parties in the Enterprise Agreement (EA) bargaining for Menarock The Gardens nursing and general staff met for the first bargaining meeting on Tuesday 26 November 2024.

Wage increases and paid meal breaks were the primary focus of discussion. Menarock's first proposal was that they would offer a wage increase if paid meal breaks were removed from the agreement. Menarock has most of its facilities in Victoria, and it was explained that in Tasmania agreements can include paid meal breaks as well as wage increases, as does the *Nurses and Midwives (Tasmanian State Service) Award*.

While Menarock did say they would look into this further on their end, we would like to know your view on this.

Would you be happy to forfeit paid meal breaks for a wage increase?

If so, what wage increase would you think would be fair? The ANMF and Menarock calculations show that to lose unpaid meal breaks would be a wage DECREASE of 6%, so a wage increase under the new agreement would have to take that into consideration. The wage increase claims originally made by the ANMF was 12% for the first year of the agreement and 5% per year for the life of the agreement.

If we keep paid meal breaks in the agreement, what do you think would be a fair wage increase?

The ANMF is of the view that it would be difficult to replace a paid meal break clause once it is removed, so it may be beneficial to claim a smaller wage increase, and retain the paid meal breaks.

But we would like to know what you think, please let us know by completing the survey below.



## Parental Leave

For the primary caregiver, Menarock have offered 2 weeks parental leave for the first year of the agreement, 3 weeks for the second year of the agreement. This is a new entitlement, considerably less than that offered in some other agreements, with no paid parental leave for the non-primary caregiver.

## In Charge Allowance

Menarock has offered an increase from \$25 to \$30 for each shift worked for Enrolled Nurses (ENs), and then an increase of 2% each year of the agreement.

## Preceptor Allowance

Menarock have offered a 2% increase on approval of the agreement and then 2% in subsequent years.

## Penalties

### Proposed Penalty rates for Nurses:

**Afternoon shift penalty** – current 12.5% to remain as is in accordance with Nurses Award.

**Night shift penalty** – current 15% to remain as is in accordance with Nurses Award.

**Public holidays penalty** – current is 200% for all staff (Permanent and casual) – align to Nurses Award as follows:

Permanent staff – 200%.


Casual staff – 250% (inclusive of casual loading – aggregated).

**Sunday shift penalty** – current is 175% for all staff (permanent and casual) – align to Nurses Award as follows:

Permanent staff – 175%.

Casual staff – 218.75% (inclusive of casual loading – aggregated).

**Saturday shift penalty** – current is 150% for all staff (permanent and casual) – align to Nurses Award as follows:



Permanent staff – 150%.

Casual staff – 187.50% (inclusive of casual loading – aggregated).

These increases will be effective from the First Full Pay Period (FFPP) when the agreement is made (date of positive vote).

### **Proposed penalty rates for Non-Nurses:**

**Afternoon shift penalty** – current 12.5% to remain as is in accordance with Aged Care Award.

**Night shift penalty** – current 15% to remain as is in accordance with Aged Care Award.

**Public holidays penalty** – current is 250% for all staff (Permanent and casual) – align to Aged Care Award as follows:

Permanent staff – 250%.

Casual staff – 275% (inclusive of casual loading – aggregated).

**Sunday shift penalty**- current is 200% for all staff (permanent and casual) - - align to Aged Care Award as follows:

Permanent staff – 175% (**We have been advised this is an error and will be amended to 200%**).

Casual staff – 218.75% (inclusive of casual loading – aggregated).

We'd like to hear your views on these penalty rates proposals in the survey below.

Compassionate leave was also a topic of conversation. Our claim was for 5 days compassionate leave, while Menarock state that the current provision of 3 days will remain. The ANMF raised the point that given the location/geography of Tasmania and Australia in general, a lot of this leave can be taken up by travel time in the event of required travel interstate or overseas. Menarock are open to negotiations on this point.



We will communicate your views after our survey closes, and after our ANMF visit on **Thursday 5 December 2024 at 1000hrs**. The next meeting is expected to occur in January 2025. Please respond before the survey closes **close of business on Monday 9 December 2024**.

**Survey:** <https://www.surveymonkey.com/r/MenarocktheGardensMemberSurvey2024>

**The ANMF Tasmanian Branch is 8000 plus members strong! Supporting nurses, midwives, and care workers as the only union in Tasmania employing nurses and care workers to represent members. This is why our Organisers and Member Support Team are uniquely positioned to understand your experiences, represent you in your workplace, and offer industrial advice that's relevant to you.**

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Authorised by Emily Shepherd, ANMF Tasmanian Branch Secretary  
2 December 2024