



ANMF EA UPDATE 1

Menarock

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is continuing to engage in Enterprise Agreement (EA) bargaining discussions with Menarock management; however, management is moving at a snail's pace.

These negotiations are for an EA that will replace:

- The Gardens Nursing Enterprise Agreement 2015; and
- Menarock Aged Care Services (Claremont) Pty Ltd Non-Nursing Enterprise Agreement 2018-2021.

Your conditions are out of date and replacement agreements are well overdue.

Slow Progress

As previously reported, in bargaining last year management made a request to trade away paid meal breaks in return for wage increases.

The ANMF conveyed your strong feedback that you will not support cuts to your hard-won conditions and are not willing to play management's game of cutting payment for meal breaks.

We have made clear that we expect Menarock management to put forward a reasonable wage offer, as other aged care providers have in recent negotiations with the ANMF.

So far, management has agreed to some modest improvements to your conditions.

These include:



- The In-Charge Allowance to increase from \$25 to \$30 for each shift worked for Enrolled Nurses (ENs), and then an increase of 2% each year of the agreement.
- Penalty rates for casuals to be cumulative on the casual loading.

Funded Work Value Wage Increases

Wages across the aged care sector have generally increased this year as a result of Stage 3 of the Aged Care Work Value Case in the Fair Work Commission, which the Government continues to provide dedicated additional funding for:

- Wages for support workers providing aged care were due to increase from the first full pay period on or after 1 January 2025.
- Wages for nurses providing aged care were due to increase from the first full pay period on or after 1 March 2025.

Government guidance makes clear that the funded work value wage increases should be in addition to the increases negotiated in EA bargaining.

Menarock management has informed the ANMF that it passed on the work value increases.

If you have any questions or concerns with how Menarock management applied the work value increases, please let us know as soon as possible.

Next Steps

The next bargaining meeting is scheduled for **Thursday 10 July 2025**, and we will keep you updated on progress.

To achieve good bargaining outcomes and a timely resolution we'll need to work together.



Please be ready to show your support.

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.

Authorised by Phoebe Mansell, ANMF Tasmanian Acting Branch Secretary
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