



ANMF EA UPDATE 2

Menarock Aged Care Services

At an Enterprise Agreement (EA) bargaining meeting on Thursday 10 July 2025 Menarock management revealed that, because your wages are so low, it is required to provide you with a 3.5% wage increase on Tuesday 1 July 2025 to comply with modern award minimum wages.

The need for this has arisen due to Menarock management moving so slowly in their EA bargaining discussions with us, since commencing bargaining last year. So far in bargaining, very little has been achieved, and we'll be discussing with members how to turn this around.

Annual Wage Review Decision

On 3 June 2025 the Fair Work Commission (FWC) announced its decision in this year's Annual Wage Review.

- The Annual Wage Review is the exercise conducted by the FWC each year for adjusting minimum wages in Australia. The decisions are contingent on a range of economic factors.

This year the FWC decided to increase minimum wages by 3.5% from Tuesday 1 July 2025.

The Annual Wage Review usually only has a direct bearing if your wages are at or close to the minimum award rates. The fact Menarock management is required to increase nurse and care worker wages outside of bargaining in order to achieve award compliance shows that they are amongst the lowest paying aged care providers.

In our meeting, Menarock management indicated that as a result of the Annual Wage Review decision Menarock would be increasing wage rates for all classifications by 3.5% from Tuesday 1 July 2025.



Strategy to progress bargaining

To progress bargaining, management said it would assist if the ANMF could identify for them a narrower list of priority claims, that management could then focus on responding to.

Management indicated that they would seek to undertake financial modelling of our priority claims ahead of the next bargaining meeting, scheduled for Thursday 14 August 2025.

The ANMF is very disappointed with the delays in bargaining. As it currently stands, management has said no backpay is on the table.

The ANMF will be talking to members about how we may respond to this request to identify key priorities and how to best progress bargaining.

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
11 July 2025