

ANMF EA UPDATE 4

Menarock

Menarock management has put forward a wages offer and the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is seeking your feedback. Menarock management continues to float the option of removing the entitlement to be paid for meal breaks, which currently applies to employees who work on a roster.

Menarock management has put forward the following options:

Option 1

- Under this option you receive a wage increase of 4% from when the agreement is made and the entitlement to be paid for meal breaks would be removed.

Option 2

- Under this option you receive a wage increase of 1.5% from when the agreement is made and the entitlement to be paid for meal breaks is retained.

Menarock management propose a one-year agreement. The reason that Menarock management has given for seeking a short agreement is uncertainty as to the sustainability and viability of the facility.

The ANMF Analysis

Menarock's wages for nurses and care workers are some of the lowest in Australia.

Neither option would make meaningful progress to close the large wages gap between Menarock and other aged care providers in Tasmania.

The ANMF analysis indicates that the top pay point for an Enrolled Nurse (EN) at Menarock (\$37.49 an hour) is:

- 4.4% below the top pay point for an EN that will soon take effect at Queen Victoria Care, which provides paid meal breaks for day workers and shift workers.



- 8.2% below the top pay point for an EN at Southern Cross Care Tasmania, which provides paid meal breaks for shift workers.

The top pay point for a Registered Nurse (RN) at Menarock (\$42.19) is:

- 15.5% below the top pay point for an RN that will soon take effect at Queen Victoria Care, which provides paid meal breaks for day workers and shift workers.
- 22.5% below the top pay point for an RN at Southern Cross Care Tasmania, which provides paid meal breaks for shift workers.

The offer would lift Menarock wages above Modern Award minimum rates to a limited extent, and possibly only for a limited period of time.

Tell us your reaction

We need member feedback ahead of the next bargaining meeting, scheduled for **Thursday 25 September 2025**.

We are seeking members' views through a quick snap poll. Please complete the snap poll at the link below.

Snap Poll: <https://app.smartsheet.com/b/form/0199701842eb7dbfac1c8c9b32b3d47f>

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 Emily Shepherd, ANMF Tasmanian Branch Secretary
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