



ANMF EA UPDATE 6

Menarock

October Work Value Wage Increases

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) has requested further information from Menarock management on how it has applied work value wage increases that were due from the first full pay period on or after 1 October 2025.

October Work Value Wage Increases

Wages across the Aged Care Sector are increasing as a result of the Aged Care Work Value Case in the Fair Work Commission.

Menarock management has told us that it has processed the October 2025 work value increases, while bargaining remains unresolved.

The October work value wage increases vary depending on your classification and pay point. To give you a sense of the amounts, the wage increases for nurses range from \$0.85 an hour to \$1.91 an hour.

Nurses on Above Award Rates

In Enterprise Agreement (EA) bargaining, Menarock management has informed the ANMF that it pays above-award wage rates for nurses at certain classifications, for attraction and retention purposes.

In September 2025, Menarock management stated:

- Enrolled Nurses (ENs) on Pay Point 3 were on \$37.49 per hour (at a time when the award rate was \$35.45 per hour).



- Registered Nurse (RN) Level 3 employees who have 2 years or more experience were on \$50 per hour (when the current award rate is \$49.81 per hour).

Menarock management is yet to provide clear information as to how it has applied the October work value increases for these nurses.

The ANMF maintains that the October work value wage increases should be applied on top of the existing above-award wage rates. This is the outcome the ANMF has been able to achieve for members working at other aged care providers, including employers with enterprise agreements.

Slow Bargaining

Meanwhile, Menarock management has been moving very slowly in EA bargaining.

We have recently requested that Menarock management schedule a further bargaining meeting to attempt to discuss a pathway to getting an enterprise agreement in place.

What You Can Do?

Please keep a close eye on your payslips as we may need your assistance to verify whether or not Menarock has appropriately passed on Government funding for the October work value wage increases.

Please look out for further updates.

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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