



ANMF EA UPDATE 7

Menarock Paid Parental Leave Survey

Are You Being Paid at the Right Rate

As we reach the final stages of bargaining for your new Enterprise Agreement (EA) at Menarock, a significant issue has come to light regarding Paid Parental Leave.

We have been reviewing the current Menarock Nurses EA 2015 and believe there is a strong argument that nurses are currently entitled to 14 weeks of paid parental leave at your ordinary rate of pay for the primary carer. The wording in the 2015 EA has been carried through from the 2004 EA, where it is clear that 14 weeks of paid parental leave is to be provided at the ordinary pay rate by Menraock.

The Discrepancy

Currently, Menarock is offering a "new" entitlement of 2 to 3 weeks of paid leave. They maintain that the old agreement only referred to the Government/Centrelink scheme.

However, the 2015 Agreement specifically mentions leave paid at your "ordinary rate." As you may know, the Government scheme only pays the national minimum wage — not your actual nursing salary. This suggests that the 2015 Agreement intended for Menarock to pay the 14 weeks themselves or "top up" the difference.

Why We Need You Right Now

Because bargaining is at a late stage, we need to know how this has worked in practice since 2011.

Have you or a colleague taken parental leave and only received the Government rate?



Were you ever told by Human Resources (HR) that you weren't eligible for employer-paid leave?

Please take 2 minutes to complete this confidential snap survey:

Survey: <https://app.smartsheet.com/b/form/019d094a1e157fef9743aa2fa1a577e9>

Your feedback will determine whether we accept the current offer or "freeze" negotiations to fight for the 14-week entitlement we believe you already have.

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

24 March 2026