

ANMF EA UPDATE 10

Menarock Union Win!

Our bargaining dispute on behalf of nurse members at Menarock has delivered a win.

Menarock management has agreed to retain an entitlement for nurses to 14 weeks paid parental leave at your ordinary rate of pay.

Prior to the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) initiating proceedings in the Fair Work Commission (FWC), Menarock management had said the entitlement did not exist.

The ANMF filed a bargaining dispute in the FWC after our research indicated the entitlement can be traced back to a 2004 Agreement and was deliberately maintained in subsequent Enterprise Agreement (EA) negotiations.

Menarock management has insisted that the final 7-week component of the 14-week entitlement be contingent on the employee returning to work. In the interests of achieving a resolution to bargaining, mindful of the delays to date, the ANMF has indicated agreement to this. Under management's conditions, payment for the final 7 weeks of the paid leave would be made upon the employee returning to work for a three month period.

For the secondary carer, Menarock management has agreed to retain the entitlement to one week of paid parental leave.

These entitlements would operate in addition to the Government Paid Parental Leave Scheme.



This issue affected bargaining for the Nurses Agreement. Your ANMF bargaining team considers this to be the best possible outcome in the circumstances, and we will be carefully reviewing the drafting to ensure no ambiguity.

The ANMF remains satisfied with the terms of the proposed Non-Nursing Agreement, which would represent an improvement in parental leave entitlements for carers.

Finalising Drafting

Your ANMF bargaining team is engaging with Menarock management to finalise the drafting of the EA.

This includes giving effect to management's offer of a 1.5% wage increase and commitment to maintain your wage position relative to the award. This means that, in addition to the 1.5% wage increase, your wage will increase by the same percentage that modern award minimum wages are increased.

On 1 July each year, the FWC adjusts modern award minimum wages in the Annual Wage Review, taking into account the cost of living.

This year, Australian Unions are seeking a 5% increase to minimum wages in the Annual Wage Review.

We will keep you updated on next steps.

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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