

ANMF EA UPDATE 11

Menarock Access Period

Menarock management has indicated that it will proceed to staff ballots on the proposed Enterprise Agreements (EAs).

Menarock management has said it intends to open Access Periods this week for staff to formally consider the terms of the proposed:

- Nursing Enterprise Agreement 2026; and,
- Non-Nursing Enterprise Agreement 2026.

Wages at The Gardens are some of the lowest in the sector, and generally reflect modern award minimum rates, including for nurses.

The proposed agreements would provide wage increases from 1 July 2026 and 1 July 2027, described below.

Last week in bargaining, Menarock management also tabled proposed changes to certain working hours safeguards for nurses.

Wage Increases

Menarock management has taken the following approach to drafting the wages offer:

- The wages clause (located in Part 4 of both agreements) states:
 - Wages will increase by 1.5% from the date of a positive vote; and,



- During the life of the agreement, the wage rates under this agreement will be guaranteed to be at least 1.5% above the Award minimum wage rates.
- Wages tables in the agreement reflect the 1.5% wage increase.

On Tuesday 2 June 2026 the Fair Work Commission (FWC) handed down its decision in this year's Annual Wage Review. This year the FWC decided to increase minimum wages in Australia by 4.75%.

Mid-way through the bargaining process, management informed the Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) that it is currently paying Enrolled Nurses (ENs) the wage rate of \$37.49. This is set approximately 1% above the rate for an EN in the Nurses Award.

In light of this information, the ANMF has requested that the above-award guarantee for ENs be based on 1.5% plus 1%. Given the current rate for ENs is 1% above award, the ANMF has requested that wage rates for ENs be guaranteed to be at least 2.5% above award. However, Menarock management refused this request.

The effect of Menarock management's offer is that:

- Employees other than ENs will receive both the 1.5% wage increase and 4.75% wage increase;
- ENs will receive wage increases of 1.5% and approximately 3.75% (lesser overall by approximately 1%).

Following these wage increases, all employees covered by the agreements will be 1.5% above award.

The ANMF requested that, given the timing, the wages tables in the agreement should be updated to reflect the increase to modern award minimum wage rates on 1 July 2026. Menarock management did not agree to this request, instead stating that it would separately provide employees with updated wage tables.

The agreements would provide for a wage increase on 1 July 2027, effectively equal in percentage terms to the percentage increase the FWC decides in the 2027 Annual Wage Review. This increase will not be known until the FWC hands down its decision, expected in June 2027.



Nominal Expiry Date

Both proposed agreements would specify 31 December 2027 as their nominal expiry date.

Paid Parental Leave

As previously reported, the ANMF has secured retention of 14 weeks paid parental leave for the primary carer for nurses. This matter was resolved after the ANMF initiated proceedings in the FWC by way of a bargaining dispute.

The matter resolved with the nurse paid parental leave entitlement coming with the qualification that the final 7-week component of the 14-week entitlement would be contingent on the employee returning to work for a three-month period.

Management's Proposed Changes to Working Hours Safeguards

Menarock management continues to agree to retain paid meal breaks, which was a contested issue early on in bargaining. However, at the last minute, Menarock management is proposing some changes associated with the calculation of 'ordinary hours of work' for nurses.

Last week, Menarock management edited the draft agreements to provide that that paid meal breaks will not be counted as ordinary hours for certain purposes. This would affect particular clauses that currently provide safeguards around ordinary hours of work for nurses:

- The clause providing that where an employee is required to work in accordance with a roster, the ordinary hours of work are an average of thirty-eight hours (38) per week would state that the ordinary hours of work do not include paid meal breaks.
- The clause providing that the shift length or ordinary hours of work per day for an employee working a roster will be a maximum of 10 hours would state that the 10 hours is exclusive of meal breaks.

These are last-minute changes put forward by Menarock management and the ANMF has had limited opportunity to engage with nurse members to explore their possible effects.



We expect that the changes will have some effect on nurses' eligibility for overtime. For example, overtime is payable for hours worked in excess of ordinary hours per fortnight. Under the changes, employees working rosters will be less likely to qualify for overtime on this basis.

Voting timetable

Menarock management is working towards the following timetable:

- Access Period – **Tuesday 23 June 2026 to Wednesday 1 July 2026.**
- Voting Period – **Thursday 2 July 2026 to Thursday 9 July 2026.**

Please stay tuned for further information about how to vote.

The ANMF will be encouraging all members to carefully consider the proposed agreements and participate in the ballot.

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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