

ANMF EA UPDATE 15

Menarock

The wait for 1.5%

Menarock management has provided more information on current wage rates and indicated it is waiting until the Fair Work Commission (FWC) approves the Enterprise Agreements (EAs) before it will give effect to the 1.5% wage increase specified in the agreements, along with associated backpay.

We asked Menarock management for confirmation as to the approach it is taking, given the following:

- Modern award minimum wage rates in Australia increase by 4.75% from the first full pay period on or after 1 July 2026.
- Wage rates at The Gardens are at or near modern award minimums; and,
- The agreement contains a 1.5% wage increase from the first full pay period on or after a 'positive vote' on the agreement and a commitment to keep you wage rates 1.5% above modern award minimums.

Menarock management's response is that it has adjusted wages to the extent necessary to comply with modern award minimums from Monday 13 July 2026.

Menarock management has provided the ANMF with a wages table for The Gardens showing the wage rates effective from Monday 13 July 2027. Here are some examples of wage rates from the table:

- The wage rate for an Enrolled Nurse (EN) moves to \$38.86 an hour.
- The top pay point for a Registered Nurse (RN) Level 1 moves to \$45.80 an hour; and,
- The wage rate for a RN Level 3 moves to \$53.64 an hour.

These wage rates are the minimum wage rates for your occupation in Australia.



You can view the wages table provided by Menarock management at the link below:

[https://anmftas.org.au/pdf/Wages-The Gardens-JULY2026.pdf](https://anmftas.org.au/pdf/Wages-The%20Gardens-JULY2026.pdf).

After staff voted in favour of the proposed EAs, Menarock management has applied to the FWC for approval of the Nursing EA 2026 and Non-Nursing EA 2026.

Menarock management has indicated that the first full pay period after 1 July 2026 commenced on Monday 13 July 2026.

The ANMF will continue to keep you updated.

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
5 August 2026