

Menarock Aged Care Services (Claremont) Pty Ltd Nursing Enterprise Agreement Approval of Agreement

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) wishes to advise members that the *Menarock Aged Care Services (Claremont) Pty Ltd Nursing Enterprise Agreement 2026* has been approved by the Fair Work Commission (FWC).

Menarock management had to make a number of significant improvements to the agreement under pressure from the Commission as it considered the Better Off Overall Test contained in the *Fair Work Act 2009*.

Improvements made in an Undertaking attached to the agreement, include:

- An additional week of annual leave for nurses. This matches the Nurses Award.
- A commitment that the maximum ordinary hours for a day worker are 10 hours per day.
- Afternoon shift to be defined as a shift finishing after 1800hrs. The current agreement defines an afternoon shift as finishing after 1900hrs.

The ANMF intends to work with members to ensure these entitlements are implemented.

The agreement will operate from **Monday 24 August 2026**, and the nominal expiry date is **31 December 2027**.

The agreement provides for a wage increase of 1.5% and a commitment to keep your wages 1.5% above award.

It is worth noting that modern award minimum wages for nurses are increasing from the first full pay period on or after 1 August 2026 as a result of the Aged Care Work Value Case in the FWC. These wage increases are funded by Government. This is the final instalment of wage increases arising from the Work Value Case.



The ANMF is seeking further information from Menarock management as to the timing of when it will give effect to the wage increases under the agreement and the August 2026 nurse work value wage increases.

The agreement is available via the link below:

<https://anmftas.org.au/pdf/MenarockNursingAgreement2026.pdf>

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

26 August 2026