

ANMF EA UPDATE 13

Corumbene Care Fishy Wages Offer

On Friday 24 July 2026 Corumbene management emailed staff proposed new wage rates without specifying the percentage wage increases.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) analysis indicates the percentage wage increases being offered by Corumbene management in Enterprise Agreement (EA) bargaining would be less than 1% for most nurse classifications and generally 2.5% for care workers and other general staff.

The wage increases on offer for future years appear to be:

- 3% from 1 July 2027 for all staff and;
- 3% from 1 July 2028 for General Staff and 2.5% from 1 July 2028 for nurses.

Important Context

The bargaining offer should be considered in the following context:

- The Fair Work Commission (FWC) decided to increase modern award minimum wages in Australia by 4.75% from the first full pay period on or after 1 July 2026.
 - As a result, Corumbene management has increased wages for general staff by approximately 1.9% from first full pay period on or after 1 July 2026.
 - This is why 'Current rates' in the table circulated by Corumbene management match Award minimum hourly rates.



- The final instalment of wage increases arising from Stage 3 of the Aged Care Work Value Case in the FWC is due for nurses in August 2026. The work value wage increases continue to be funded by the Commonwealth Government, separate to EA bargaining.
 - Care workers previously received Stage 3 work value wage increases in January 2025 and October 2025.

The ANMF considers that Corumbene management has presented its proposed wage rates in a way that hides important information.

The ANMF Preliminary Analysis

The ANMF preliminary analysis of the proposed general staff wage rates indicates:

- The wage increases from July 2026 represent approximately 1.9% plus 2.5%, or around 4.4%.
- This is less than the modern award increase of 4.75%. Therefore, care workers and other general staff go backwards relative to the award.

The ANMF preliminary analysis of the proposed nurse wage rates indicates:

- When the separately funded work value wage increases are removed from the equation, the wage increases for nurses on offer are shockingly low, ranging from 0.4% to 1% for most nurses.
- Corumbene management appears to be using the August 2026 work value wage increases to cloak its poor bargaining offer, particularly when the timing of the offer is taken into account.
- Corumbene management is not proposing to retain the current top pay point for RN Level 1 (currently \$50.41 an hour).

The wages offer is disappointing in a year when there has been sharp spikes in the cost of living, and persistent delays by management at the bargaining table.

Wages at Corumbene are already low compared to other providers and this offer would see your wages fall further behind providers such as Huon Regional Care, Mary Ogivly and Celebrate Health.



Next Steps

The ANMF will provide more comprehensive analysis in coming days and will seeking the responses of members to inform next steps in bargaining.

Please talk to your colleagues and stay tuned for further updates.

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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