

ANMF EA UPDATE 16

Corumbene

Management to Struggling Explain Offer

At the Enterprise Agreement (EA) bargaining meeting on Wednesday 12 August 2026 Corumbene management had difficulty explaining its wages offer.

Tellingly, Corumbene management refused to state what its wages offer is in percentage terms.

Corumbene management seemed unsure of certain aspects of its offer:

- After some hesitation, Corumbene management stated that it would provide backpay of the bargaining offer from the first full pay period on or after 1 July 2026. Corumbene management indicated that the first full pay period on or after 1 July 2026 started on 13 July 2026.
- The ANMF pressed Corumbene management on the future of the Registered Nurse (RN) Level 1 top pay point. Corumbene management could not give an answer.

The Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) is continuing to talk to members about what it will take to significantly improve the bargaining offer.

With the right strategy and working together, members can influence outcomes.

Our Analysis

Corumbene management's offer will not improve its relative position as a low paying aged care provider, compared to others in Tasmania.



As previously reported, the ANMF's analysis of the proposed general staff wage rates indicates:

- When adjustments already made in July 2026 for award compliance are taken into account, the wage increases proposed for 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 in terms of their relative position to the award.

The ANMF's analysis of the proposed Nurse wage rates indicates:

- When the separately funded August 2026 work value wage increases are removed from the equation, the wage increases for nurses in the bargaining offer are shockingly low, ranging from 0.4% to 1% for most nurses.
- Corumbene 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; and,
- Corumbene management is not proposing to retain the current top pay point for RN Level 1 (currently \$50.41 an hour).

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.

Offer for Future Years

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

- 3% from 1 July 2027 for all staff and,
- 3.5% from 1 July 2028 for general staff and 2.5% from 1 July 2028 for nurses.

Analysis Tables

The ANMF has prepared tables breaking down the percentage increases on offer for nurses and care workers. You can view these at the links below.

General Staff: <https://anmftas.org.au/pdf/ANMFAnalysisofCorumbene'sWageOffer-General.pdf>

Nurses: <https://anmftas.org.au/pdf/ANMFAnalysisofCorumbene'sWageOffer-Nurses.pdf>



It was necessary for the ANMF to undertake our own analysis because Corumbene management has presented its proposed wage rates in a way that hides important information.

Next Steps

When ANMF members work together we can be very effective in influencing outcomes.

Now is the time for members to work together to provide feedback to Corumbene management that significant improvements are required.

The ANMF will continue to talk to members about what actions you are willing to take to demonstrate to Corumbene management the need for significant improvements.

The next bargaining meeting is scheduled for **Wednesday 26 August 2026**.

Please talk to your colleagues and stay tuned.

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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