

ANMF EA UPDATE 23

Corumbene Care Significantly Improved Offer

After your Australian Nursing and Midwifery Federation Tasmanian Branch (ANMF) bargaining team expressed concerns with delays in bargaining, on Friday 2 October 2026 Corumbene management significantly improved the offer in terms of both wages and conditions.

Corumbene management has stated that if staff were to support this offer in an all-staff ballot, it would start paying the new wage rates, and backpay component, without waiting for the Fair Work Commission (FWC) to formally approve the agreement.

The offer therefore comes with the prospect of delivering a timely resolution.

New Offer

Corumbene is now offering wage increases of 3.5% in July 2027 and July 2028.

The wages is now as follows:

- 3% from Monday 13 July 2026, with a component of backpay. This is in addition to the wage adjustments already made from Monday 13 July 2026 for award compliance.
- 3.5% from the first full pay period on or after 1 July 2027; and
- 3.5% from the first full pay period on or after 1 July 2028.



By way of background, Corumbene management already increased wages for care workers and other general staff by approximately 1.9% from Monday 13 July 2026. Corumbene management did this as required for award compliance.

Night Shift Penalty Rates

As previously reported, Corumbene management is offering the following:

- 1% added to the rate of each night shift penalty rate effective on commencement of the agreement.
- 0.5% added to the rate of each night shift penalty rate effective from 1 July 2027; and,
- 0.5% added to the rate of each night shift penalty rate effective from 1 July 2028.

Under Corumbene management's current offer, night shift penalty rates for general staff would be set at 16%, to ultimately increase to 17% over the life of the agreement.

Personal Leave

Corumbene management has agreed to increase your personal leave entitlement to 15 days per year.

Currently the entitlement for care workers and other general staff is set at 13 days per year.

Parental Leave

On Friday 2 October 2026 Corumbene management improved the offer of a proposed tiered parental leave entitlement for general staff to be based on years of service.

Corumbene management has made a 'final' offer as follows:

- Less than 2 years' service - 7 weeks paid on return to work.
- 2-3 years' service - 5 weeks pre-leave + 2 weeks on return to work.
- 3-4 years' service - 6 weeks pre-leave + 2 week on return to work.
- 4+ years' service - 8 weeks paid pre-parental leave being taken.



Under this offer, payment would be made either in a lump sum, or fortnightly, as requested by the employee.

The ANMF's Analysis

With inflation expected to remain high, the wages offer may not keep you ahead of cost of living increases over the life of the agreement.

However, the offer has been significantly improved and would have the benefit of avoiding further delays, including the usual FWC approval times, which can take months.

Rejecting the offer would mean further bargaining.

In bargaining to date, Corumbene management has proven difficult to budge. Significant further improvement are likely to require a campaign of sustained industrial action supported by all members. The ANMF's assessment is that rejecting the offer will not, of itself, be enough to achieve significant improvements.

Next Steps

It is up to members to decide next steps. The ANMF will be carefully testing members' views.

You can read the ANMF's detailed Summary of Negotiations at the link below.

<https://anmftas.org.au/pdf/20261005ANMFSummaryofNegotiationsCorumbene.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
5 October 2026