

ANMF EA UPDATE 23

Corumbene Pathway to a Timely Resolution

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 has further improved the offer.

- Improvements relate to both wage increases and nurse classifications.

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. This represents a further benefit achieved through the advocacy of your ANMF bargaining team.

New Wages Offer

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

The wages offer is now as follows:

- 3% from Monday 13 July 2026, with a component of backpay. This is in addition to the nurse August 2026 work value wage increase.
- 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.

New Enrolled Nurse Pay point

As previously reported, Corumbene had proposed to move to only one pay point for Enrolled Nurses (ENs).



On Friday 2 October 2026, Corumbene management agreed to a modest proposal in relation to EN pay points.

Corumbene management is willing to provide a new higher pay point for ENs to which access will be limited to those employees with specialist qualifications in a relevant field and/or who are studying to become a Registered Nurse (RN). Your ANMF bargaining team is currently engaging with Corumbene management on the drafting of the relevant classification descriptor.

Soft Barrier to RN Level 2

Corumbene management's proposed changes to the nurse classification structure include a soft barrier for advancement from RN Level 1 to RN Level 2.

On Friday 2 October 2026, Corumbene management agreed that the date of effect for RN Level 1 employees with the necessary experience to move to Level 2 will be Monday 13 July 2026. This means the employees with the necessary experience will receive backpay reflecting their movement to RN Level 2. The ANMF's analysis indicates that the wage increase associated with an RN Level 1 moving to RN Level 2 is in the order of 10%.

Nurse Handover Time

In a significant win, Corumbene management has agreed in bargaining to recognise 30 minutes of nurse handover time on relevant shifts.

Further, Corumbene management has agreed to the ANMF's proposal that handover time be added to each rostered shift as part of the ordinary hours associated with the shift. We are working with Corumbene management on a drafting approach to take into account any implementation issues.

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 nurses would be set at 17%, to ultimately increase to 18% over the life of the agreement.

Care Workers Leave Entitlements

Further progress has been made on the entitlements of care workers and other general staff in relation to personal leave and parental leave.

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

<https://anmftas.org.au/pdf/20261005ANMFSummaryofNegotiationsCorumbene.pdf>

The ANMF's Analysis

Corumbene management has proven relatively difficult to budge in bargaining in relation to the wage increases tabled. However, in other areas, such as the approach to handover time and nurse classifications, Corumbene management has worked with us on creative solutions.

Your ANMF bargaining team considers this offer to represent the best that can be achieved without risking significant further delays in bargaining.

Next Steps

It will be up to members to decide whether to accept this offer.

The ANMF will be carefully testing members views.

Please continue to talk to your ANMF workplace delegates.

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