

Negotiations commence for new Ramsay Enterprise Agreement

Your Association representatives met with Ramsay senior management this week to discuss improvements to the Enterprise Agreement, following months of consultation with members.

The NSWNMA negotiation team includes:

- Shelli Baker (CNS, Theatres, Strathfield Private);
- Jane Cooper (CNS, ICU, Figtree Private);
- Maxine Luke (EN, Theatres, Westmead Private);
- Suzi Tanevska (NUM, Theatres, St. George Private);
- Association Officers Matt Henderson, Raph Kennedy and Michael Wright.

The Association provided Ramsay management with an overview of your claims - recently endorsed by members at meetings across NSW. These claims are overleaf. Management advised that they will provide their list of claims at the next meeting, scheduled for 10 November.

Want the best agreement possible?

Our biggest bargaining chip in Enterprise Agreement negotiations is the strength of the membership. If you know a nurse or midwife who thinks any of the claims are important but is not an Association member – it is time for them to join your Association. Make sure you ask them today!

We need more information from those in charge of shift!

Your responses are confidential and will not be used without your permission.

Are you in charge: On most or all of your shifts
 Occasionally

Are you in charge of: The ward/unit: _____
 The hospital

Do you have a patient load while in charge? always varies usually not

What is your usual patient load whilst in charge: _____

Do you usually get to take your meal break while in charge? yes no

What other duties are you usually responsible for whilst in charge? e.g. admin, phone, managing roster changes

How could you make the workload more manageable when you are in charge?

Please provide your details so we can contact you for more information:

Name: _____ Hospital: _____

Phone No. _____ Classification: _____ Are you an NSWNMA Member? Y / N

Please fax to NSWNMA on 9662 1414 or scan and email to gensec@nswnma.asn.au by Friday 7 November

Your Claims

Fair Staffing Levels

- Implementation of key ACORN standards in the perioperative environment
- Regular discussions about workloads at ward/unit/team meetings
- Nurse/midwife in charge not to have a clinical workload i.e. no patients
- Babies to be included in patient numbers for determining staffing
- Improved access to mentoring and support of beginning practitioners

Balancing life and work

- Roster to be displayed in a convenient place for all nurses and midwives
- No time limit on when employees can arrange a shift swap
- Changes to rosters to occur only by agreement
- Long service leave accrual to increase to two weeks per annum after 10 years service
- Improved paid parental leave of 26 weeks and two weeks partner leave
- Three hour minimum engagement for casuals
- Overtime payment for casuals
- Introduction of paid leave for family and community purposes
- Where overpayment has occurred, negotiation of the repayment plan should take into account each individual's circumstances
- Employees to be able to choose to use other leave in compassionate circumstances where required
- Accrual of leave should match shifts worked e.g. 12 hour shift workers accrue a 12 hour shift when working a public holiday
- Permanent part-time hours review to ensure contract reflects actual hours worked

Recognise professional education, skills and experience

- Increase of 5% per annum to wages and allowances
- Revise recognition of service requirements in line with industry practice
- Incremental pay progression to occur automatically following each 1,976 hours of experience
- Improved classification structure for CNSs, CNEs and CNCs
- Access to five days paid study and CPD leave per year
- Guarantee adequate work time to complete mandatory training
- Nurses and midwives to be offered opportunity complete mandatory training before being asked to change roster
- Align Enrolled Nurse classifications with AHPRA registration

Ensuring a safe workplace

- Consecutive eight hour break after being recalled to work, or payment for the next shift at double time
- Limit number of quick shifts in a seven day period
- Adequate meal breaks and rest pauses for all time worked, including overtime
- Modernise on call provisions including increasing the on call rates and additional leave for those regularly required to be on call
- Two days off per week to be consecutive and not preceded by a night shift unless 8 hours sleep time is provided
- Ten minutes paid change time for those required to change into their uniform at work