

# Enterprise Agreement negotiations update

## Progress on your claims – but more work to do

Your NSWNMA negotiating team met with Ramsay management again on 25 November. Ramsay gave responses to many of your claims, however, most of the key claims are still under discussion. For a full status update, please see the table overleaf.

The Association has not agreed to any changes. Further negotiations are on 8 December.

## Need to improve ongoing staffing issues in your ward or unit?

Many of your enterprise agreement claims are aimed at addressing members' issues with workloads. Ramsay has indicated surprise that we say there are widespread workload issues, and advise that workload issues are rarely reported to them. We have a significant amount of anecdotal evidence but need more detail from you.

### We want to hear about your workload issues

If your ward or unit is experiencing major ongoing workload issues, please email NSWNMA Organiser Keiran Dalton at [kdalton@nswnma.asn.au](mailto:kdalton@nswnma.asn.au) with your best phone number and available times to be called back.

Please also make sure your email subject line says your workplace name and the word "workload", eg. "Baringa Private Hospital Workload".

## Your next pay increase due January

As yet, the Association hasn't received a response to our pay claim of 5% per annum. As your next increase is due in January, the Association sought a commitment from management to make a pay increase regardless of whether your new enterprise agreement has been finalised at that time. We await a response from Ramsay.

Keep up to date on your campaign by liking [www.facebook.com/ramsaynswnma](https://www.facebook.com/ramsaynswnma) and visiting [www.nswnma.asn.au/get-involved/value-the-people-caring-for-people](http://www.nswnma.asn.au/get-involved/value-the-people-caring-for-people).

## Status of your claims as at 25 November

Your Claim	Ramsay response
<b>Fair Staffing Levels</b>	
Implementation of key ACORN standards in operating environment	Under discussion
Regular discussions about workloads at ward/unit/team meetings	Under discussion
Nurse/midwife in charge not to have a clinical workload i.e. no patients	Under discussion
Babies to be included in patient numbers for determining staffing	Under discussion
Improved access to mentoring and support of beginning practitioners	Under discussion
<b>Balancing life and work</b>	
Roster to be displayed in a convenient place for all nurses and midwives	Agreed in principle
No time limit on when employees can arrange a shift swap	Agreed in principle
Changes to rosters to occur only by agreement	Under discussion
Long service leave accrual to increase to two weeks per annum after 10 years service	Rejected
Improved paid parental leave of 26 weeks and two weeks partner leave	Under discussion
Three hour minimum engagement for casuals	Agreed in principle
Overtime payment for casuals	Rejected
Introduction of paid leave for family and community purposes	Rejected
Where overpayment occurs, negotiation of repayment plan should take into account each individual's circumstances	Under discussion
Employees to be able to choose to use other leave in compassionate circumstances where required	Agreed in principle
Accrual of leave to match shifts worked e.g. 12 hour shift workers accrue a 12 hour shift when working a public holiday	Under discussion
Permanent part time hours review to ensure contract reflects actual hours worked	Under discussion
<b>Recognise professional education, skills and experience</b>	
Increase of 5% per annum to wages and allowances	Awaiting management response
Revise recognition of service requirements in line with industry practice	Under discussion
Incremental pay progression to occur automatically following each 1976 hours of experience	Under discussion
Improved classification structure for CNSs, CNEs and CNCs	Under discussion
Access to 5 days paid study and CPD leave per year	Under discussion
Guarantee adequate work time to complete mandatory training	Under discussion
Nurses and midwives to be offered opportunity to complete mandatory training before being asked to change roster	Under discussion
Align Enrolled Nurse classifications with AHPRA registration	Under discussion
<b>Ensuring a safe workplace</b>	
Consecutive eight hour break after being recalled to work, or payment for the next shift at double time	Under discussion
Limit number of quick shifts in a seven day period	Agreed in principle
Adequate meal breaks and rest pauses for all time worked, including overtime	Under discussion
Modernise on call provisions including increasing the on call rates and additional leave for those regularly required to be on call	Under discussion
Two days off per week to be consecutive and not preceded by a night shift unless 8 hours sleep time is provided	Under discussion
Ten minutes paid change time for those required to change into their uniform at work	Under discussion
All employees who regularly work their ordinary hours on Sundays and Public Holidays to be entitled to additional annual leave	Under discussion