

Ramsay management confirm their claims

Your negotiating team met with Ramsay management on 8 December and 17 December. Progress has been slow but there has been some movement on our claims. Please see overleaf for the up-to-date status of your claims.

Due to the Christmas period, the next meeting will not be held until the last week of January 2015.

Discussions continue on staffing issues

Your negotiating team pressed management to move to a more transparent approach to determining staffing levels in each ward and unit.

Discussions about this and related items e.g. access to administration and support staff, access to breaks and reducing the workload for those nurses and midwives in charge all continue to be discussed.

Ramsay rejects ACORN staffing

Management has rejected our claim to adopt the ACORN staffing standards in the peri-operative environment, saying it is not relevant to private hospitals despite having several Ramsay employees contribute to writing the standards.

Access to mandatory training

Senior Ramsay management advised that they believe there is sufficient time for nurses and midwives to complete their mandatory training. It is their view that nurses' inability to complete mandatory e-learning reflects a time management issue, not a workload issue.

No response on 'on call' improvements

Management is yet to respond on a number of your other key claims, for example improved on call arrangements and a pay increase.

Ramsay management confirm claims

Senior management have sought some administrative changes which relate to items like updating the title of the Agreement through to the items listed below which potentially create changes to the arrangement of work of nurses and midwives, and importantly, the way you are paid. Ramsay is no longer pursuing a change to the structure of the on call payment.

Ramsay management claims:

- Payment of wages to be postponed to the next business day when the ordinary pay day occurs on a public holiday.
- Payroll to have up to seven days to complete the last pay when an employee leaves Ramsay.
- When a permanent employee is recalled, all time worked is to be paid and can't accrue as TOIL.
- Casuels to be paid on call allowance when on call with payment for recalls at the appropriate casual rate without overtime.
- Default payment option of 250% when working on public holidays, rather than 150% and accruing a day.
- Establishing a formula for determining whether a part time employee is eligible for payment of a public holiday not worked.
- Casuels to be paid weekend rates but not casual loading when working weekends (management say this is the current practice).

Association has not agreed to changes

The Association has not agreed to any of these changes. Negotiations continue.

If you have any questions in relation to this update, please call the Association on 1300 367 962

Ramsay: status of nurses' claims as at 17 December 2014

Your Claim	Ramsay response
Fair Staffing Levels	
Implementation of key ACORN standards in operating environment	Rejected
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
Balancing life and work	
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
Recognise professional education, skills and experience	
Increase of 5% per annum to wages and allowances	Jan '15: 2% downpayment; awaiting further 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	Rejected
Access to 5 days paid study and CPD leave per year	Rejected
Guarantee adequate work time to complete mandatory training	Rejected
Nurses and midwives to be offered opportunity to complete mandatory training before being asked to change roster	Rejected
Align Enrolled Nurse classifications with AHPRA registration	Agreed in principle
Ensuring a safe workplace	
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	Agreed in principle
All employees who regularly work their ordinary hours on Sundays and Public Holidays to be entitled to additional annual leave	Under discussion