

Ramsay makes first pay offer

Senior Ramsay management attended a meeting with your negotiating team on Monday 16 February and made an offer in response to your claim for improved wages, increased paid parental leave and updated and relevant 'on call' arrangements.

NSWNMA analysing wages offer

In response to your claim for a 5% per annum wage increase, management proposes the following increases:

- January 2015: 2% increase to wages and allowances (already paid by administrative action)
- July 2015: 2% increase to wages and allowances (see below for Ramsay proposal regarding on call)
- July 2016: 2.5% increase to wages and allowances
- July 2017: 2.5% increase to wages and allowances

Only one other large private hospital enterprise agreement has been negotiated to continue until 2017 (HealthCare), and the increases currently proposed by Ramsay would mean your pay remains below HealthCare nurses.

'On-Call' – one step forward, two steps back

In response to your 'on call' claims, Ramsay have offered to increase the current 'On Call' allowances from \$30.20 to \$40.00 and in the case of 'On Call on RDO', from \$59.93 to \$80.00.

The catch is that they only want to pay you two-thirds of these new rates when you are on call for 12 hours or less (i.e. \$26.40 and for RDOs – \$52.80).

These new 12 hour rates are below the current allowances and would mean a pay cut for all nurses and midwives rostered on-call for 12 hours or less at a time. Ramsay proposes to increase the on-call allowances in line with other allowances from July 2016.

Improvements to resolving workload issues – not enough movement for In Charge

Other key claims relating to key items like workloads for those in charge, and access to mandatory training were discussed again. Ramsay has agreed to include staffing issues as a regular agenda item in ward/unit meetings, included a timeframe for managers to respond when issues are raised and included some provision to encourage the facilitation of mandatory training within work time.

The Association believes that while there are some significant improvements in managing many staffing issues, management's response to your claim for payment for all time spent completing mandatory training and improved workload for nurses and midwives in charge won't adequately address our members' concerns.

Small improvement to Paid Parental Leave

Ramsay management agreed to increase paid parental leave to 9 weeks, available after 12 months employment with Ramsay.

Tell us what you think!

Your Association has not agreed to these proposals. We are consulting with members across Ramsay on the details of the offer prior to the next negotiation on 9 March. Please make sure you have your voice heard.

Keep up to date with your campaign - Like [Ramsay Nurses & Midwives NSWNMA](#) on Facebook and visit our campaign page [Value the people caring for people](#) on the NSWNMA website.

Contact Matt Henderson on 1300 367 962 or at mhenderson@nswnma.asn.au for any further information.

Ramsay: status of nurses' claims as at 16 February 2015

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	Agreed in principle
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	Rejected
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	Agreed in principle
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	Rejected
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	Ramsay's first offer – please see page 1
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	Agreed in principle
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	Rejected