

Nurses caring for nurses

You've done it – by strongly engaging in your bargaining campaign you have produced a good agreement for Ramsay nurses and midwives. We developed a claim of what members wanted and won many of our claims. It's time to vote: Yes.

Special thanks to the NSWNMA member negotiators, branch officials and active members who have given so much of their time to win the improved pay and conditions.

Vote to show your support

You and your fellow nurses and midwives will determine whether this proposed agreement comes into force or not. If the majority of nurses and midwives who vote, vote yes, the proposed new agreement will be lodged with the Fair Work Commission (FWC) and will come into force seven days after FWC approval.

The Association has requested Ramsay implement improvements such as paid parental leave from the date of a successful vote, rather than waiting for FWC approval.

Full draft Agreement on display Tuesday 26 May

The proposed new agreement will be placed on the intranet and hardcopies will be placed in common areas like tea rooms from Tuesday 26 May. Please take time to read this proposed agreement and ask any questions you have about the proposed agreement.

The vote will open on Friday 5 June and close on Friday 12 June. The ballot will be conducted electronically by an external company called Elections Australia. Keep an eye out for more information from Ramsay regarding the details of the ballot.

Wages pull ahead of public sector and 30% increase to on call!

In addition to the 2% paid on 1 January 2015, the following increases would apply:

- 1 July 2015: 2% increase to wages and allowances
- 1 July 2016: 3% increase to wages and allowances
- 1 July 2017: 2.5% increase to wages and allowances

If the proposed agreement is voted up, your pay will overtake public health system pay rates and remain near the top of private sector pay rates.

Another huge win is the increases of over 30% to the on-call allowances from July 2015. If the proposed agreement is approved, the on-call allowance will increase to \$40 per 24 hours or part thereof and the on-call on an RDO allowance will increase to \$80 per 24 hours or part thereof.

Staffing issues are addressed in the proposed agreement with a strengthened workload management clause.

It provides for access to e-learning to be included in determining staffing numbers, a more collective approach to raising staffing issues and requires that workloads are to be included as a regular agenda item in team meetings.

Now, management must respond within specified timeframes to your workload issues.

7 more reasons to support your new Agreement

A number of other key claims for nurses were agreed during negotiations:

- ✓ Improved paid parental leave of 9 weeks.
- ✓ Optional permanent part-time hours review where a nurse regularly works more than their contracted hours.
- ✓ Ability to access *any* leave accrual for use in compassionate circumstances.
- ✓ Consecutive eight hour break after being recalled to work before commencement of the next shift.
- ✓ 10 minutes paid change time when required to change into a specific uniform at work.
- ✓ Payment of overtime for period of missed meal break when directed to work during a break.
- ✓ Trial of a more prescriptive method to determine annual leave loading (or alternative penalty payments).

Questions?

Speak with one of your Branch Officials or contact Matt Henderson or Karen Conroy at the Association on 1300 367 962.